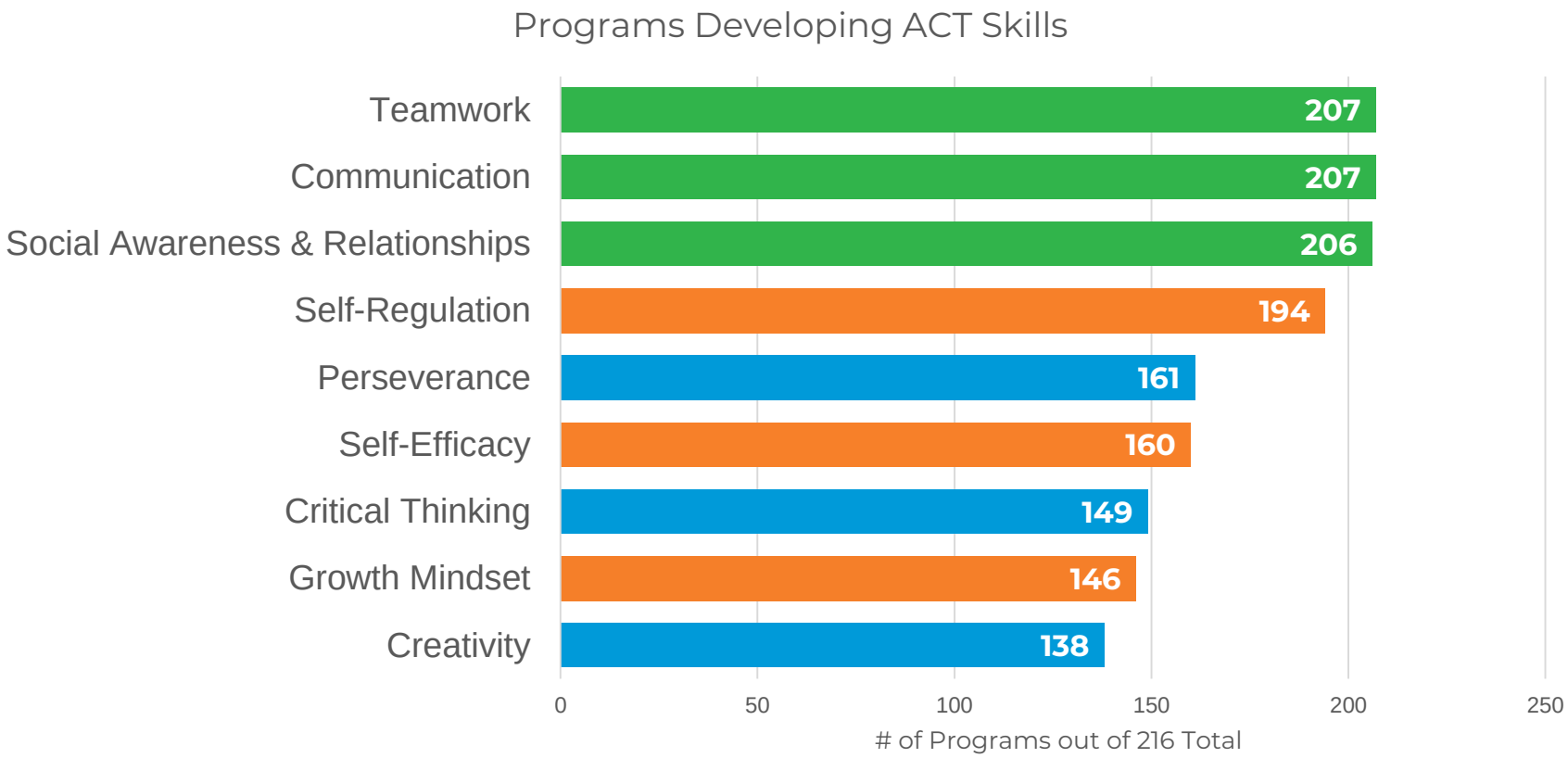
Boston
After School
& Beyond

The ACT Skills: Teamwork

The Achieve-Connect-Thrive Skills

Connect Skills are the most widely taught



Representative of 2023-2024 School Year

What is Teamwork?

Teamwork is the ability to work constructively and cooperatively with others.

Research shows that teamwork is linked to improved academic achievement and improved self-efficacy. Young people with strong teamwork skills compromise during disagreements, listen to different points of view, and know how to give and receive feedback.

What is Teamwork?

Activity offers youth opportunities to work collaboratively in pairs, groups, or as part of a team

1
Not social or collaborative

4
Sustained collaboration toward a common goal

Surr, 2019

Why Teamwork?

- Longitudinal study (third through eighth grade) found that early prosocial behavior, including cooperativeness, helpfulness, sharing, and empathy, predicted later academic success
  Caprara et al., 2000

- "We found that groups of size three, four, and five outperformed the best individuals and attribute this performance to the ability of people to work together to generate and adopt correct responses, reject erroneous responses, and effectively process information."
  Laughlin et al., 2006

- "Who is on a team matters less than how team members interact, structure their work, and view their contributions."
  Tamiru (Think with Google), 2018

What does Teamwork look like?

- Trust
- Active listening
- Respectful disagreement
- Sensitive and attentive to others' feelings and perspectives
- Shared norms on coordinating, problem-solving, and conflict resolution

Smith, 2016

Thompson Island, Casey Atkins Photography

What does absence of Teamwork look like?

- Individual work
- No adaptability – my way or the highway
- Excluding others
- Unfair contributions
- Miscommunication
- Conflict and frustration over goals and methods

PEAR. Teamwork Rubric
Smith, 2016

Boston Scores, Casey Atkins Photography

How to Encourage Teamwork

Facilitate:

1. Team Formation
2. Team Projects
3. Conflict Resolution

1) Team Formation

- Identify common purpose and goals (who is “we”)
- Facilitate trust-building
  i.e., activity where you need to risk trusting someone to succeed
- Establish group norms and expectations
  e.g., group contract
- Shoutouts (affirmations) for belonging & importance

Smith, 2016

Camp Harbor View

2) Team Projects

- Where success requires collaboration
- Require different roles, strengths, working styles
  i.e., each person's contribution is valued

PEAR. Teamwork Rubric
Smith, 2016

Camp Harbor View

3) Conflict Resolution

- Refer to group norms
  e.g., key phrases, posted contract
- Facilitate youth conflict resolution
  i.e., give them space to step back, listen, hash it out
- Give individual feedback
  e.g. know-it-all → vulnerability
  monologue → hold back or amplify others

Smith, 2016

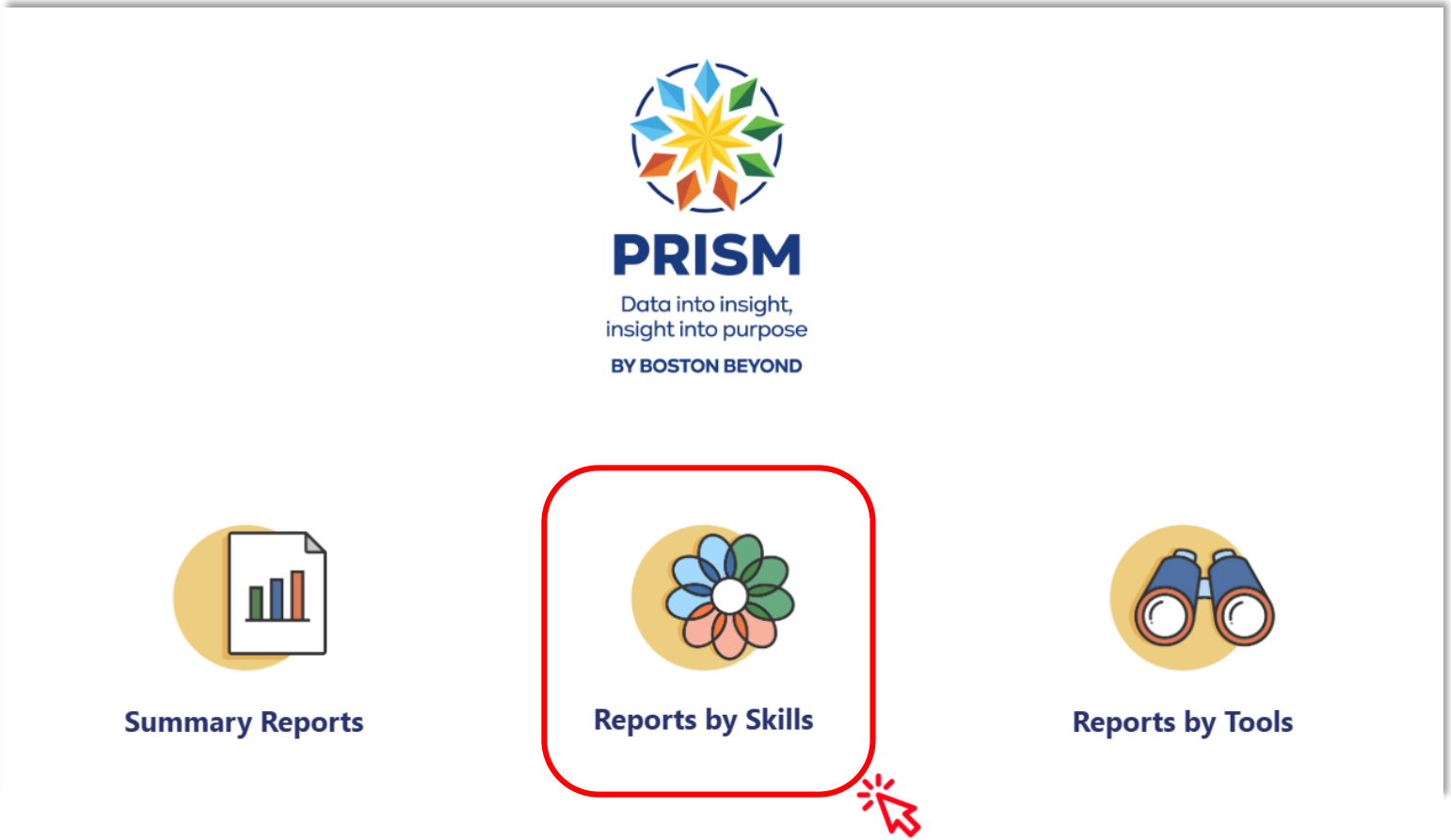
Boston Scores, Casey Atkins Photography

Building Teamwork beyond school

HARVARD MEDICAL SCHOOL | MEDscience

Piers Park Sailing Center
EAST BOSTON

Don’t forget the Reports by Skills in the PRISM



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