References

- 11 Ways to Build the Strengths of Your Team Members. (2019, May 16). Team LiquidPlanner. https://www.liquidplanner.com/blog/11-ways-build-strengths-team-members
- Agarwal, P. (2018, August 29). How to Create a Positive Workplace Culture. Forbes.

 https://www.forbes.com/sites/pragyaagarwaleurope/2018/08/29/how-to-create-a-positive-work-place-culture/?sh=4d64a16d4272
- Black, D. (2015, February 25). A Beginner's Guide to Understanding and Navigating Generational Differences in the Workplace. University of California San Diego. https://blog.rady.ucsd.edu/index.php/2015/02/a-beginners-guide-to-understanding-and-navigating-generational-differences-in-the-workplace
- Biddle, J. K. (2012). The three Rs of leadership: building effective early childhood programs through relationships, reciprocal learning, and reflection.
- Brackett, M., & Brackett, C. (2020, April 7). Teachers Are Anxious and Overwhelmed. They Need SEL Now More Than Ever. EdSurge. https://www.edsurge.com/news/2020-04-07-teachers-are-anxious-and-overwhelmed-they-need-sel-now-more-than-ever
- Brown, B. (2010). The Gifts of Imperfection: Let Go of Who You Think You're Supposed to Be and Embrace Who You Are.
- Carr, E. W., Reece, A., Rosen Kellerman, G., & Robichaux, A. (2019, December 16). The Value of Belonging at Work. Harvard Business Review. https://hbr.org/2019/12/the-value-of-belonging-at-work
- Carter, M., & Curtis, D. (2010). The Visionary Director, Second Edition: A Handbook for Dreaming, Organizing, and Improvising in Your Center (2nd ed.). Redleaf Press.
- Children's learning: The gift of shared responsibility. (n.d.). Pennsylvania State University. Retrieved April 21, 2021, from https://extension.psu.edu/programs/betterkidcare/early-care/tip-pages/all/children2019s-learning-the-gift-of-shared-responsibility
- Four Habits Every Boss Should Build in Their First Year. (n.d.). The One Thing. Retrieved April 21, 2021, from https://www.the1thing.com/blog/the-one-thing/four-habits-every-boss-should-build-in-their-first-year
- Frost, S. (n.d.). Routines and Culture in Organizations. Huston Chronicle. Retrieved April 7, 2021, from https://smallbusiness.chron.com/routines-culture-organizations-33878.html
- Generational Empathy. (2020, March 6). [Video]. YouTube. https://www.youtube.com/watch?v=FY6aNkWEY08
- Knowledge and Competency Framework. (n.d.). Minnesota Department of Education. Retrieved November 17, 2021, from https://education.mn.gov/MDE/dse/early/highqualel/know
- Lennon-Smith, S. (2019, August 23). The Power of Defining Roles in the Workplace. Kennedy Pearce Consulting. https://www.kennedypearce.com/blog/2019/04/the-power-of-defining-roles-in-the-workplace
- MacDonald, S. (2016). Inspiring Early Childhood Leadership: Eight Strategies to Ignite Passion and Transform Program Quality. Gryphon House.
- Minnesota's Knowledge and Competency Framework for Early Childhood Professionals: (2021). Minnesota Department of Education. https://education.mn.gov/MDE/dse/early/highqualel/know

- Murphy, M. (2015, August 6). Which of These 4 Communication Styles Are You? Forbes.

 https://www.forbes.com/sites/markmurphy/2015/08/06/which-of-these-4-communication-styles-are-you/?sh=605c9f643adb
- Parker, P. (2018). The Art of Gathering: How We Meeting and Why It Matters. Riverhead Books.
- Piedfort, M. (2019, February 26). 22 Top Team Building Games That People Will Actually Want to Do. Workzone. https://www.workzone.com/blog/team-building-games
- Rowe, S. (2020). Project Management for Small Projects. Berrett-Koehler Publishers.
- Rubin, G. (2015). Better Than Before: What I Learned About Making and Breaking Habits--to Sleep More, Quit Sugar, Procrastinate Less, and Generally Build a Happier Life. Broadway Books.
- Rymanowicz, K. (2017, October 18). The nine traits of temperament. Michigan State University Extension. https://www.canr.msu.edu/news/the_nine_traits_of_temperament
- Smith, E. (2019, February 4). What Are the Characteristics of Good Teamwork Habits? Huston Chronicle. https://smallbusiness.chron.com/characteristics-good-teamwork-habits-20848.html
- Strano, B. Untitled Poem. (n.d.). Retrieved November 5, 2021, from https://www.facinghistory.org/resource-library/untitled-poem-beth-strano
- Support a Diverse and Culturally Competent Workforce. (n.d.). The Center for Law and Social Policy. Retrieved April 21, 2021, from https://www.clasp.org/babiesinchildcare/recommendations/nurturing-and-responsive-providers/support-a-diverse-and-culturally-competent-workforce
- The Importance of Schedules and Routines. (n.d.). Early Childhood Learning and Knowledge Center. Retrieved April 21, 2021, from https://eclkc.ohs.acf.hhs.gov/about-us/article/importance-schedules-routines
- The Mind Tools Content Team. (n.d.). Effective Scheduling Planning to Make the Best Use of Your Time. Mindtools. Retrieved April 21, 2021, from <a href="https://www.mindtools.com/pages/article/newHTE_07.htm#:~:text=The%20Importance%20of%20Scheduling,done%2_0effectively%2C%20it%20helps%20you%3A&text=Have%20enough%20time%20for%20family,a%20good%20work%20life%20balance

Whyte, D. (2016, December 8). Working Together. On Being. https://onbeing.org/poetry/working-together

Resources

Recommended Games and Icebreakers

Telephone

Gather your staff into a circle. Pick one player to go first. The first player whispers a difficult sentence into the ear of the player next to them on their left. That player then whispers the sentence they heard to the next player. This process repeats until all the players have gone, then the last player says the sentence out loud and you compare how close the final sentence was to the original one.

Some variations play that you are not allowed to ask the player speaking to you to repeat the phrase while others allow only a single repeat. Pick a new player to go first and play again.

Video example: https://www.youtube.com/watch?v=6t121i9Dlb4

Count to 20

Gather your staff into a circle. Together take a collective breath in and a collective breath out. As a group you will randomly one at a time try to count to 20. If anyone speaks at the same time as someone else you must start over. There is no leader to this game or a proper order.

Work together in a calm manner and see how far you can get. You can also try to play this game with your eyes closed. It may make things harder or help people feel more connected.

Video example: https://www.youtube.com/watch?v=8YkGRGGhtUY

Red Ball

This game will require your team to concentrate on information coming to them and to use eye contact and a clear loud voice to succeed. First have staff get in a circle. The first player, or leader, will hold an imaginary red ball in their hands. They will make eye contact with someone in the circle and say "red ball" and throw it across to them. The person receiving the ball will then reply "thank you red ball." The person who now has the red ball will throw it to someone else using the same call and response as before. This will continue until the first person or leader decides to stop that round.

During the second round, staff will do the same thing as before but now the first player will add another ball of a different color for the group to toss. Forcing the group to have multiple balls to keep track of. The first player or leader can add more imaginary balls as they see fit.

To cease play, all the first player or leader has to say is stop and then the group can call out what colors the group still has in their hands and what ones fell to the ground.

Video example https://www.youtube.com/watch?v=E62QpVUOTiE

Tea & Coffee

Gather your staff into a circle, and have the first person state whether they prefer tea or coffee and how they take it (cream, sugar, both, black). Have the second person recall the first person's preference and tack their own on at the end. Go around the entire circle, where each person must recall the tea/coffee preference of the members before them while adding their own preference.

No Video is available for this game.

Pass the Clap

Gather your staff into a circle. The leader will turn to a person next to them, make eye contact and attempt to clap together at the same time. If it was unsuccessful, then they try again until they are successful. When this happens, the person that received the clap will turn and attempt to clap at the same time as the next person.

Once this goes around the circle a few times the leader can stop that round. You can then add another element to the game. You can now pass the clap not just to the person next to you but to anyone around the circle. Try this for a few rounds until you feel comfortable. Then you can then add another element to the game. Now as you pass the clap around the leader will simultaneously attempt to snap his fingers at the same time as the person next to them. Now you will have two activities to keep track of at once. Feel free to add more rules as you see fit.

Video example: https://www.youtube.com/watch?v=Egee4Atnysk&list=PLrV0NCGozcXzNGxyIXVRmlCCvHiNRI04p&index

Additional Resources

Anti-Bias Leaders in Early Childhood Education, A Guide To Change

https://www.antibiasleadersece.com/the-film-reflecting-on-anti-bias-education-in-action

Guy Winch: Why we all need to practice emotional first aid [Video]. Ted Conferences

https://www.ted.com/talks/guy winch why we all need to practice emotional first aid

Learning Style Inventory

https://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Documents/IDEAS%202014%20Handouts/LearningStyleInventory.pdf