SOUTH DAKOTA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS (SDASBO) ME – WE - TEAM SEPTEMBER 25, 2025

ME - BALANCE – AM I TAKING CARE OF MYSELF?

BODY • Exercise • Sleep/Rest • Relaxation • Eating Healthy	MIND Read Educate Learn Write
HEART • Relationships • Service • Laugh • Love	SOUL Meditation Prayer Journal Reflect

What area is a strength for you?	
What is a growth area for you?	
What can you do to make progress in an area of need?	
BRAND – HOW AM I PERCEIVED BY OTHERS?	
• Adders	
Subtractors	
• Dividers	
Multipliers -	

WE – HOW CAN I WORK WELL WITH OTHERS?

•	Build TRUST	
	o Be S	- Audio = Video – Say what you mean, mean what you say.
	o Be R	Follow through – keep your commitments – Consider it done
	o Be C	Admit what you know and what you do not know.
	o Be C	Show genuine concern for others.

WORDS	TIME	ACTS	GIFTS	TOUCH
Tell – Notes	1:1 – Intentional	Helping – Side by side	Tangible – Time off	Fist bump – pat on back

TEAM – WHAT ARE THE QUALITIES OF AN EFFECTIVE TEAM?

- > CARE GENUINE CONCERN FOR OTHERS. LESS ABOUT ME AND MORE ABOUT WE.
 - O How can you show others that you CARE?
- > CANDOR RAISING CONCERNS DISAGREEING BEING HONEST EVEN WHEN IT IS HARD
 - O How can you have CANDOR and maintain good relations?
- > COMMITMENT SUPPORTING A DECISION EVEN WHEN YOU DISAGREE
 - How can you demonstrate COMMITMENT as a team member?
- COMMUNICATION TALKING DIRECTLY TO TEAM MEMBERS NO HIDDEN AGENDAS
 - O How can you COMMUNICATE with others about areas of concern?
- > CLARITY SUCCESS IS WELL DEFINED AND CAN BE MEASURED
 - O How can you help to create CLARITY for district goals?

CLARITY

If I have an issue or concern with another team member – it is between us to resolve it.

COMMUNICATION

Commitment means I have had my say and can live with the results. Private battles and public support

COMMITMENT

If I care for my colleagues, I can be honest about my feelings.

CANDOR

Genuine appreciation for others. The best teams are a blend of all styles.

FOUR COMMITMENTS			
1. I will believe the best about you.	2. If others believe the worst about you, I will defend you.		
3. If you do something that erodes my trust in you, I will discuss it with you. (To not about)	4. If I do something that erodes your trust in me, I will own it and discuss it with you.		

CLOSING THOUGHTS:

AS A RESULT OF TODAY'S SESSION, I WILL: ______.