Reflection questions

To get the team that you are guiding to actively reflect on their behaviour in the teamwork, you can use these reflection questions as written exercises.

Before watching the [video about the 4 typical behaviours](#)

1. Teamwork in general
   a. How do you experience that collaboration with your teammates?
   b. Do you experience difference between yourself and your teammates in what you are interested in or know about?
   c. Do you experience misunderstanding and disagreement in your team? How does that affect that collaboration?
   d. Do new insights emerge in your collaboration? Can you give an example of a moment at which this happened? What was necessary for that new insight to arise?
   e. To what extent is all team members' knowledge represented in the collaboration? Are ideas and insights from all team members represented in your team meeting? And in written products? Does everybody bring their own view to the table? Is each person's contribution of equal impact to the teamwork?

2. Contributing your knowledge to the teamwork:
   a. What knowledge have you contributed to the teamwork so far? (think for instance of concepts, models, theories, frameworks, definitions, methods)
   b. Describe an example of a moment at which you contributed knowledge to the teamwork.
   c. How did that go? How did others respond to your contribution? How did it make you feel to contribute your knowledge?
   d. What triggers you to make a contribution? Why would it be important to contribute your knowledge to the teamwork? What would be the risk if you don't contribute your knowledge?
   e. In what kind of instances do you notice that you contribute knowledge to the teamwork?
   f. How do you bring your knowledge in? How do you formulate your contributions? How do you respond when others dismiss your contribution?
   g. What prevents you from contributing your knowledge to the teamwork? Give an example of a moment that you could have made a contribution, but you didn't. What was the cause of that? How did that make you feel?

3. Engaging with others' knowledge
   a. Describe an example at which we you engaged with a knowledge contribution by one of your teammates. (think, for instance, of asking questions, adopting some of their views into your own)
   b. Why did you behave the way you did? What did that bring you? What was the relevance of that behaviour to the teamwork?
   c. What was it at that instance that triggered you to behave the way you did? Why did you engage with that piece of knowledge that was shared?
   d. What can prevent you from demonstrating that behaviour? What could be the consequence of not engaging with others' knowledge?
   e. What kind of questions do you ask your teammates? Why? How does that affect the teamwork?

After watching the [video about the 4 typical behaviours](#)

1. Give an example of a moment at which you behaved naïvely. Why do you consider to fit the naïve type of behaviour? Why did you behave the way you did?
2. Give an example of a moment at which you behaved accommodatingly. Why do you consider to fit the accommodating type of behaviour? Why did you behave the way you did?
3. Give an example of a moment at which you behaved assertively. Why do you consider to fit the assertive type of behaviour? Why did you behave the way you did?
4. Give an example of a moment at which you behaved integratively. Why do you consider to fit the integrative type of behaviour? Why did you behave the way you did?
5. Which of the four behavioural types – naïve, accommodating, assertive, integrative – do you consider most prominent in yourself? Why? How does that show in the collaboration? What causes you to behave that way?
6. What is the impact of your most dominant behavioural type on the collaboration and integration in the team? How does your behaviour interact with the behaviours that your teammates exhibit?
7. Is this is also the effect that you want to have on the teamwork?
8. What could you further improve to make demonstrate behaviour that is even more favourable for collaboration and integration in the team? What would it take to make that change in behaviour?