

Freedom, participation and the development of human potential are key to job satisfaction. Based on the following criteria, you can discuss with your teaching staff the extent to which your school provides an open and appreciative working atmosphere.

Have each teacher make their own assessment and then come together to discuss their feedback: What do the responses have in common? How do they differ?

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Clear-cut orientation/focus on a shared vision:

We have a shared vision that provides the basis for our individual efforts: the success of the team is the precondition for individual success.

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Making the most of existing potential and participation:

We know one another's strengths, so tasks are divided up accordingly, enabling everyone to participate.

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Trust and openness:

We practise a "no-blame/no-shame" culture in which we are open with one another and can reveal our vulnerabilities without their being held against us.

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A culture of appreciative communication and constructive conflict:

Our communication is appreciative and based on needs and feelings rather than blame or censure. Criticisms are candidly and constructively discussed with the colleague concerned. Any problems are clearly articulated, other viewpoints are openly expressed, our meetings are exciting and productive.

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