

When Kids Go Rogue

Help! I have a kid who takes over and dominates!

Ideas: Make him/her a mime for the day.

Assign that child to work on an independent problem.

Give him/her 2 popsicle sticks, each time s/he takes over, take a stick away. If s/he loses both sticks s/he sits out for 5 minutes.

Give a sticker (or reward) every time s/he lets someone else go first.

I have a quiet little mouse who rarely participates.

Ideas: Make him/her the leader for the day.

Use a talking stick and everybody takes turns sharing.

Resolving Conflicts

A good rule of thumb is when a conflict between two team members starts to affect other team members or begins to interfere with the overall progress of the solution, then it is time to intervene. Here are some basic steps to resolving conflict between two team members.

First: Separate the two team members and allow a little time for each to cool down.

Second: Speak with each one individually. Give each person time to share their side of the story. Reflect what each is saying so s/he feels like they have been heard.

Third: Meet with both team members together. Summarize what you heard from each. Ask each team member if there is anything he or she would like to add.

Fourth: Ask each to share what they appreciate about the other to help keep the conflict in context. This is one conflict and it does not define how they work together. Also, if there was agreement on any issue, then highlight this so they can find common ground with each other.

Fifth: Discuss ways each can continue working together and refer to the Group Norms if necessary. End the conversation of what each has agreed to going forward.