

FIGURE 11.1

FIVE CRITICAL QUALITIES OF ACTIVATORS

QUALITIES	DESCRIPTION	TEACHERS WHO POSSESS THIS QUALITY
Clarity	Help set and communicate team direction in both the short and long term	
Consciousness	Possess strong levels of social awareness when working with colleagues	
Competence	Have the ability to guide conversations (even when they are difficult)	
Confidence	Have a strong sense of self-efficacy and collective efficacy to overcome challenges to reach goals	
Credibility	Have earned the trust of colleagues; they have a record of under-promising and over-delivering	

Source: Adapted from Nagel et al. (2020, p. 28).

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