

# GROUP COLLABORATION PROFILE



**THE PBL-DRAWER**  
with Loni Bergqvist

# GROUP COLLABORATION PROFILE

## WHAT IT DOES:

The tool gives students a shared language for talking about how they work in groups. It helps them recognize their own collaboration style, understand their teammates better and build empathy within the group. It also opens up conversations about what a balanced group looks like and how different styles can complement each other. It is also a tool to help with group reflections and make decisions about how each person can help collaboration go better.

## WHAT'S INSIDE:

- A classroom poster with the five animals and simple descriptions for use in whole class conversations.
- Descriptions of each animal with their strengths and possible challenges. Can be used on the wall for visual support.
- A ten question quiz where students answer scenario based questions and are matched with one of five animals: the Cheetah, the Bee, the Owl, the Hedgehog or the Wolf.
- Descriptions of each animal, their strengths and challenges for students to read after the quiz.
- A blank Radar Chart for groups to map what animals they are and discuss the strengths and challenges of their group.

## HOW TO USE IT:

**For younger students:** put the poster up in the classroom and use it as a starting point for a whole class conversation. Ask students which animal they think they are and why. Use the animals as a reference point throughout the project when group dynamics come up.

**For older students:** give students the quiz to complete individually before the project starts. When everyone has their result, give groups time to share their animals with each other. Ask them to discuss: what does our group look like? What strengths do we have? What might be a challenge for us? This conversation is just as important as the quiz itself.

Follow up with daily reflections about the group's dynamic and how they can improve based on their animals.

## A NOTE FOR TEACHERS:

The Group Collaboration Profile is a starting point for reflection, not a label. A student's result describes a tendency, not a fixed identity. Students change, groups change and context matters.

### A few things to keep in mind when using this tool:

The tool is for self awareness and group understanding, not for evaluation. Remind students regularly that we all have a little of each animal in us! Be especially careful with students who feel negative about their result. Use it as an opportunity to find the genuine strength in that animal rather than confirming a student's negative self image.

**The most powerful use of this tool is the conversation it starts, not the result it produces.**



# ANIMAL POSTER



**THE PBL-DRAWER**  
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# CHEETAH

Sets the direction  
and gets things  
moving



# BEE

Keeps the mood up  
and makes everyone  
feel welcome

# WHAT ANIMAL ARE YOU?



# HEDGEHOG

Notices details  
and pushes the  
group to do better



# WOLF

Looks out for everyone  
and keeps the group  
together



# OWL

Catches mistakes and  
asks the important  
questions

EVERY ANIMAL IS IMPORTANT!



# CHEETAH

Cheetahs know what needs to happen and they're not afraid to say it. When the group is stuck or no one knows where to start, the cheetah takes the first step and gets things moving.



## CHEETAHS STRENGTHS:

Cheetahs set the direction, keep an eye on the time, and help the group move forward. Without a cheetah, a lot of groups would never get started.

## WATCH OUT, CHEETAHS!

Cheetahs want to keep moving, so they might make decisions before everyone shares their ideas. That can mean good ideas get missed or someone feels left out.



# BEE

Bees make the group feel like a group. They notice when someone is quiet, when the energy drops, or when things are getting tense, and they do something about it. Bees care about how everyone is doing, not just what's getting done.



## **BEES STRENGTHS:**

Bees keep the mood up, make people feel welcome, and help the group actually enjoy working together. A group with a bee feels warmer.

## **WATCH OUT, BEES!**

Sometimes bees care so much about everyone getting along that it's hard to say something when they disagree. They might go along with things just to avoid conflict.

**EVERY ANIMAL IS IMPORTANT!**



# OWL

Owls see things others miss. They are careful listeners and careful thinkers. While others are talking, owls are noticing patterns, asking questions, and thinking about what's really going on. They don't rush, and that's actually a strength.



## OWLS STRENGTHS:

Owls catch mistakes before they happen, ask the questions no one else thought of, and help the group think more carefully. A group with an owl makes better decisions.

## WATCH OUT, OWLS!

Because owls like to think before they speak, they might wait too long. Other people might not know what the owl is thinking or might think they're not interested.

**Every animal is important!**



# HEDGEHOG

Hedgehogs care about doing things right. They don't like to rush, and they don't like to hand in something they're not proud of. They think carefully, notice details, and want the group's work to actually be good, not just done.



## HEDGEHOGS STRENGTHS:

Hedgehogs catch things others miss, push the group to do better, and make sure the work is something everyone can be proud of. A group with a hedgehog produces better work.

## WATCH OUT, HEDGEHOGS!

Sometimes wanting everything to be perfect makes it hard to move forward. Hedgehogs might spend a long time on one thing, or feel stressed when there is not enough time.

Every animal is important!

# WOLF

Wolves look out for the whole pack. They pay attention to **everyone** in the group, not just the task. They notice when someone is struggling, when someone hasn't been heard, and when the group needs to slow down and check in. Wolves want **everyone to be okay**.



## WOLVES STRENGTHS:

Wolves make sure no one gets left behind. They ask the questions that keep the group together, and help people feel like they belong. A group with a wolf stays a group.



## WATCH OUT, WOLVES!

Because wolves focus so much on others, they might forget to take care of themselves. They might make sure everyone else is okay and don't have energy to share their own ideas.

**Every animal is important!**



THE PBL-DRAWER  
with Lisa Bergqvist

# COLLABORATION PROFILE QUIZ AND REFLECTION QUESTIONS



**THE PBL-DRAWER**  
with Loni Bergqvist

# WHAT ANIMAL ARE YOU?



Read each situation and circle the answer that fits you best.  
There are no right or wrong answers.

When you are finished, count up how many A's, B's, C's, D's and E's you chose.  
Before you start: We all have a little of each animal in us.

If you can see yourself in more than one answer, that is completely normal and actually a good sign.

## 1. Your group is starting a new project. What do you do first?

- A: I suggest we divide the tasks right away so we can get started
- B: I start talking with the others about what we think could be fun
- C: I listen to the others and wait a little before I say anything
- D: I think about whether we have enough time to do it properly
- E: I ask the others how they feel about the task

## 2. The group can't agree on which idea to use. What do you do?

- A: I suggest we vote so we can move forward
- B: I try to improve the mood and maybe suggest something fun
- C: I listen to all the ideas and think about what makes the most sense
- D: I want to make sure we have thought everything through first
- E: I try to understand what everyone thinks and make sure everyone gets to say something

## 3. There are 10 minutes left and you are not finished. What do you do?

- A: I quickly say who should do what so we can finish
- B: I say it will be fine and try to keep the mood up
- C: I think about what is most important to finish
- D: I get a little stressed and want to make sure what we are doing is good enough
- E: I ask the others if anyone needs help

## 4. Someone in the group is hardly saying anything. What do you do?

- A: I give them a task so they can get started
- B: I try to talk with them and get them to feel more included
- C: I notice it but wait and see if they join in by themselves
- D: I think about whether there is something we could do differently
- E: I ask them if they are okay and if there is something they would like to do

## 5. The group has to present your work. What happens?

- A: I suggest who says what and make sure we are ready
- B: I volunteer to say something. I like talking in front of others
- C: I prepare and think about what I want to say
- D: I practice several times because I want to do it well
- E: I make sure everyone feels comfortable with what they have to say

## 6. The group is stuck and nobody knows what to do. What do you do?

- A: I suggest something right away so we can move forward
- B: I suggest we take a short break and talk about something else first
- C: I sit quietly and think. The answer often comes if you wait a little
- D: I want to understand why we are stuck before we try something new
- E: I ask everyone if they have an idea they haven't said out loud yet

## 7. Someone in the group is sad or upset. What do you do?

- A: I try to keep working while the others help
- B: I try to cheer them up with something fun
- C: I wait and see when the right moment is to say something
- D: I think about whether I have done something wrong
- E: I go over to them and ask if they are okay

## 8. You need to divide the tasks. What happens?

- A: I suggest who should do what
- B: I say I am fine with most things. As long as we all have something to do
- C: I wait and take what suits me best
- D: I choose a task I know I can do properly
- E: I ask everyone what they want before we decide

## 9. You think what the group has made could be better. What do you do?

- A: I say it directly and suggest what we can change
- B: I say it in a way that doesn't make it a big deal
- C: I think about it and say it if I am sure it is important
- D: I want to spend more time making it better
- E: I ask the others what they think before I say anything myself


## 10. The project is over. What do you think about most?

- A: Whether we achieved what we were supposed to and whether the result was good
- B: Whether we had fun and whether the mood was good
- C: Whether there was something I noticed that the others maybe didn't see
- D: Whether we did it well enough
- E: Whether everyone felt included and had a good experience

### Count up your answers:


How many A's did you get? \_\_\_\_\_  
How many B's did you get? \_\_\_\_\_  
How many C's did you get? \_\_\_\_\_  
How many D's did you get? \_\_\_\_\_  
How many E's did you get? \_\_\_\_\_

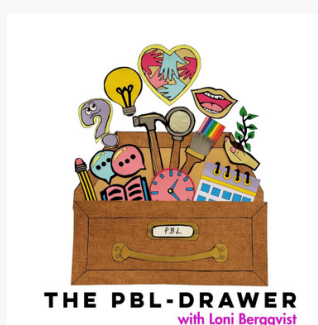
Mostly A's: You are a Cheetah. 

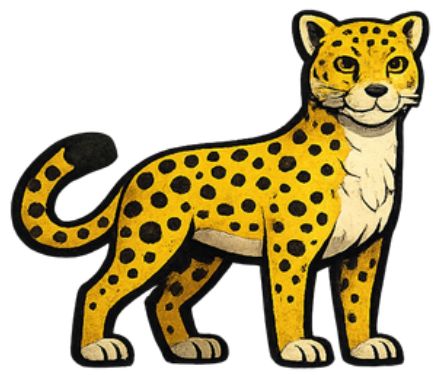
Mostly B's: You are a Bee. 

Mostly C's: You are an Owl. 

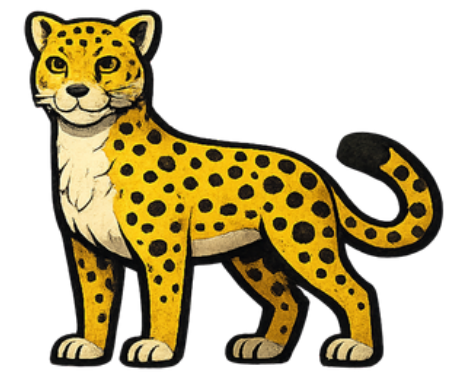
Mostly D's: You are a Hedgehog. 

Mostly E's: You are a Wolf. 





# CHEETAH



*FAST, QUICK TO MAKE DECISIONS  
AND FOCUSED ON THE GOAL.*

The Cheetah knows what needs to happen and isn't afraid to say it. When the group is stuck or nobody knows where to start, it's often the Cheetah who takes the first step and gets things moving. You can see the goal clearly and you want to reach it.

### **What you are good at in group-work:**

You set the direction, keep an eye on the time and make sure the group moves forward. Many groups would never reach their goal without a Cheetah.

### **What can be a challenge:**

Because you want to keep moving, you can sometimes make decisions before everyone has had a chance to share their thoughts. This can mean good ideas get lost or someone in the group feels overlooked.

### **3 good tips for you:**

1. Before you suggest a solution, try asking: what do the rest of you think? You might be surprised by what you hear.
2. Remember that a group that feels heard works better together, even if it takes a little longer.
3. Your strength is getting things started. But the best results come when the whole group is on board.

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## REFLECTION QUESTIONS

Does this match how you work in a group? Why or why not?

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Is there another animal you are also like? Which one and why?

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Can you think of a time when you worked in a group (or with someone else) and this was true? What happened?

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# BEE



FULL OF ENERGY, SOCIAL AND GOOD  
AT CREATING A GOOD VIBE.

The Bee thrives when there is life and movement in the group. You bring energy into the room and have a natural ability to make people feel welcome and included. When the mood is heavy or the group needs a boost, it is often the Bee who turns things around.

### What you are good at in group-work:

You create connections between people and make sure there is a good atmosphere to work in. Groups with a Bee have more fun along the way and that matters more than people think.

### What can be a challenge:

Because you love to talk and be social, you can sometimes end up talking about things other than the work. This can take time away from the task and make it hard for the group to finish.

### 3 good tips for you:

1. Use your energy to start the group off well. A fun question or a good idea at the beginning can set the whole tone.
2. When you notice the conversation drifting away from the task, try saying: that's great, but let's get back to what we need to do.
3. Your ability to sense the mood in the group is a gift. Use it to help the group move forward, not away from the goal.

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# OWL

CALM, OBSERVANT AND GOOD  
AT SEEING WHAT OTHERS MISS.



The Owl doesn't need to say much to contribute to the group. You listen, you observe and you think carefully about things before you say something. And when you do say something, it is often something the others hadn't thought of. Your quiet presence means more to the group than you might think.

### What you are good at in group-work:

You see patterns and notice things that others might miss because they are busy talking. Groups with an Owl often make better decisions because someone has thought everything through.

### What can be a challenge:

Because you wait before saying something, your ideas can sometimes never come out. Others in the group might think you have nothing to contribute, even though you have lots of thoughts inside.

### 3 good tips for you:

1. Practice saying your thoughts out loud, even if they are not fully formed yet. A half-finished idea can become something great when the others hear it.
2. You don't need to wait until it is perfect. Try saying: *I have an idea, I am not completely sure about it, but...*
3. Remember that your group needs what you see. It is not enough to think it. The others cannot read your mind.

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# HEDGEHOG



*THOROUGH, CAREFUL AND FOCUSED ON DOING THINGS RIGHT.*

The Hedgehog doesn't start anything without thinking it through first. You want to understand the task thoroughly and you are the one in the group who makes sure things are done properly and not just quickly.

When the group is rushing too much, it is often the Hedgehog who says: wait a moment.

### **What you are good at in group-work:**

You make sure things are good. Groups with a Hedgehog produce work that is well thought out and well made. You ask the questions that need to be asked and you spot mistakes that can be made better.

### **What can be a challenge:**

Because you want things to be good, you can sometimes spend a lot of time on one thing while the rest of the group waits. This can create frustration, even though your intentions are good.

### **3 good tips for you:**

1. Try setting a time limit for how long you work on one thing before moving on. It helps you let go a little without losing quality.
2. Share your concerns with the group early. If you are unsure about something, it is better to say it right away than to sit with it alone.
3. Remember that a good enough result made together is better than a perfect result made alone.

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# WOLF



WARM, ATTENTIVE AND GOOD AT SENSING  
HOW EVERYONE IN THE GROUP IS DOING.

The Wolf is a pack animal. You work best when everyone in the group is together and you quickly notice if someone is not doing well or feels left out. You are not necessarily the one who talks the most, but you are the one who makes sure the group holds together as a team.

### What you are good at in group-work:

You create safety in the group. When people feel seen and heard, they work better together, and that is often the Wolf's doing. You bring out the best in others because you genuinely care about how they are doing.

### What can be a challenge:

Because you are so focused on how everyone is doing, you can sometimes forget to share your own opinion. You might avoid saying something difficult because you don't want to create a bad atmosphere in the group.

### 3 good tips for you:

1. Your own voice is just as important as everyone else's. Practice saying what you actually think, not just what you think the others want to hear.
2. It is okay for there to be a little friction in a group. Conflicts that are talked through make the group stronger. You don't need to smooth everything over.
3. Use your ability to sense the mood actively. Ask the group regularly: how are we doing as a group right now?

## REFLECTION QUESTIONS

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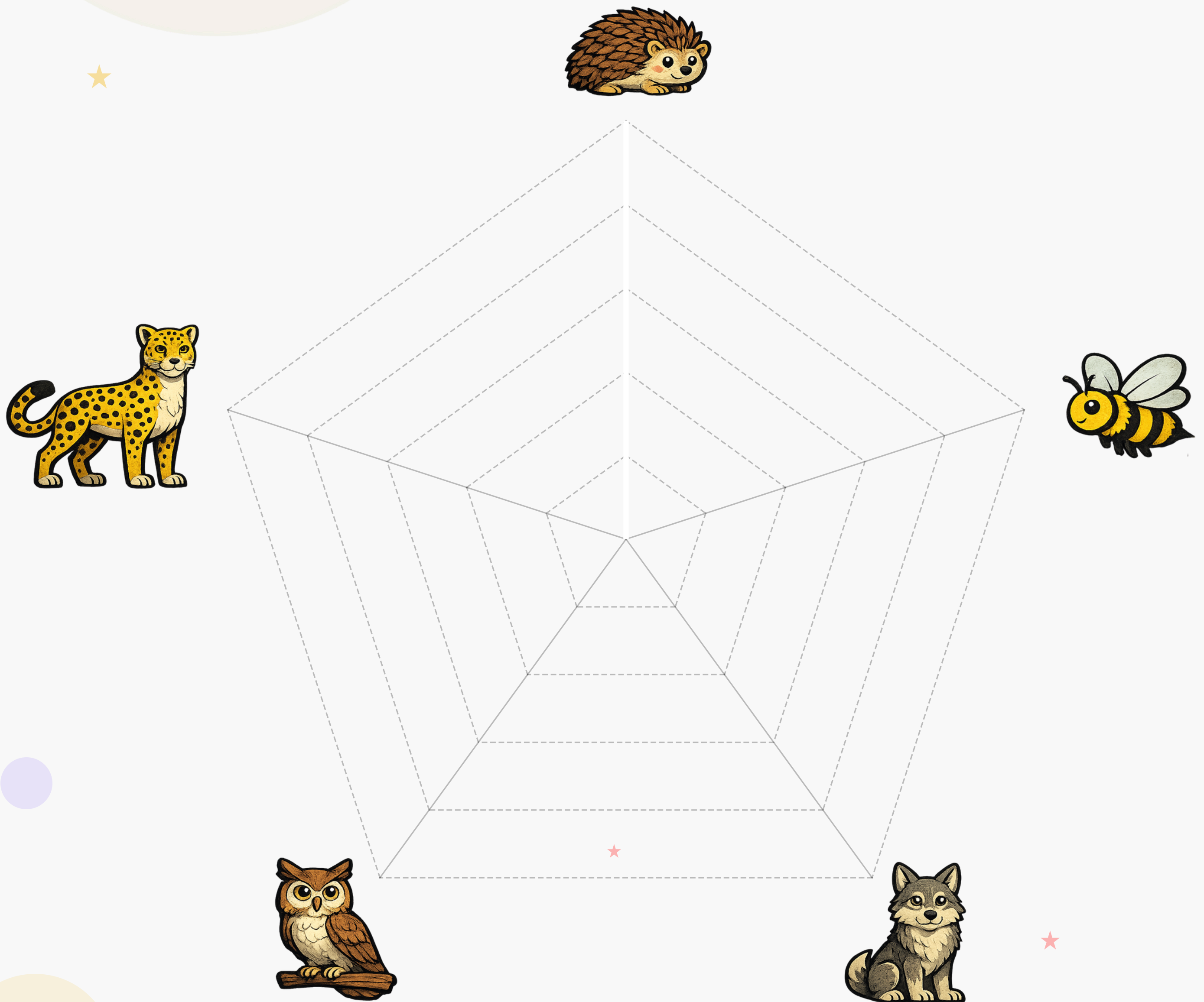
# WHAT ANIMAL ARE YOU?

Look at the results of your quiz.

Mark the number from the center with the number of people in your group who had that animal.

Connect the dots and color in the middle.

This will give you a picture of how the styles in your group.



## Reflection Questions:

What animal is represented the most in your group?

What animals are missing?

What do you think your group might be good at?

• What do you think might be a challenge or a problem?

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