Leadership starts from within

The point is not to become a leader. The point is to become yourself, and to use yourself completely — all your gifts, skills and energies - to make your vision manifest. You must withhold nothing. You must, in sum, become the person you started out to be, and to enjoy the process of becoming.

Bennis, W. 2003, p 104

Effective educational leaders know themselves. They act based on a well-formed set of values, have a high degree of self-efficacy and a deep sense of commitment and responsibility. They have a clear personal vision for optimising student learning and wellbeing, and the courage and determination to achieve that vision.

Questions to stimulate reflection

1. What are your personal and professional values? How do these shape you as a leader?
2. What are your beliefs and philosophies of leadership?
3. What do you stand for?
4. To what extent are your actions as a leader consistent with the values, beliefs and philosophies you listed in response to questions above?
5. What are your beliefs and philosophies of learning?
6. What is your vision for your school? Do you see it as a futures-focused, student-centred, innovative school?
7. What are your strengths as a leader?
8. What are your expectations of yourself as a teacher, leader, and staff member?
9. How do you manage relationships with other people? How do you manage conflict?
10. How do you manage issues and problems?
11. How do you go about making decisions?
12. When and how do you critically reflect on your work and analyse your impact as a leader?
13. What aspects of your leadership do you want to improve?
14. What kind of learner are you? Would you describe yourself as being you a proactive and self-directed?
15. What is your plan for your own professional learning and renewal over the next 3 to 5 years?
16. How do you engage, support and build coaching and mentoring relationships with others?
17. What aspects of your leadership role and responsibilities do you spend most of your time on?
18. What aspects of your leadership role do you spend least time on?
19. Are you happy with that balance?
20. How do you gather feedback?
21. How do you use feedback to enhance your own performance?