

Eight Inner Strengths for Leaders

- Read each question and rate yourself by marking the appropriate box (never or almost never; sometimes but not often; periodically, sometimes; frequently; always or almost always).
- When you finish, look for patterns of strengths and areas for growth.
- Create an action plan that includes opportunities for expressing your strengths and developing your areas for growth.

Noble Purpose	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you have a clear vision for the kind of school you want to shepherd?					
Is your vision explicitly grounded in clearly articulated values that you consider important?					
Is it focused on goodness, both at the individual level (moral character development of students, for example) and at the communal level (doing good in the world)?					
Do you articulate and share the vision?					
Are you open to feedback and improvement on your vision?					

Humility	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you put the good of the school before yourself?					
Do you focus on others, i.e., do you listen to others, do you care about the well-being of others, etc.?					
Do you admit your mistakes or lack of knowledge, or are you defensive and try to cover it up?					
Do you tell the truth even when it puts you in a bad light?					
Do you take responsibility for the consequences of your actions, policies, and decisions?					
Do you seek help when you need it?					
Do you recognize and rely on others for strengths that they have and that you do not?					

Benevolence	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you invest resources (time, money, policy, structures) into taking care of all members of the school community?					
Are the feelings of others important to you?					
Do you authentically care about others? Even the challenging and less likeable others?					
Do you love kids? Even the “frequent flyers” who are often in trouble for misbehaviors?					
Do you recognize that all of us are imperfect?					
Can you avoid being judgmental of others who stumble? Do you see weakness in others as a failing?					

Ethical	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you have a moral compass; is your life directed toward doing what is good and right?					
Is being good more important to you than winning?					
Do you follow the Golden Rule (or the Platinum Rule: Do unto others as they would want you to do unto them)?					
Do you consider the consequences of your actions and decisions on others, particularly on their welfare and rights?					
Do you intervene when you see a wrong being perpetrated?					
Can you resist peer pressure, tradition, authority, and/or popular opinion to do what is right?					

Moral Courage	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
When tough moral challenges are confronted, do you have the strength to take them on?					
Are you willing to suffer for what is right?					
Can you make the hard decisions, and own them and stick to them?					
Does your staff feel that they can trust you to do what is right, when it is hard to do so?					
Does your staff believe you will have their backs when they are right?					
Do you speak your mind, your truth, even if it is not popular?					
Are you willing to step out of your comfort zone, even put yourself at risk, to do what is right?					

Gratitude	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you feel grateful for your life?					
Do you feel grateful for your job?					
Do you feel grateful for the people around you?					
Do you let people know you are grateful for them?					
Do you see the glass as half full and not half empty?					
Do you regularly send thank you notes to staff, students, parents, and others?					
Do you make a daily list of things for which you are grateful?					
Do you encourage others in the school to do likewise or even create structures and practices for them to reflect on and express their gratitude?					

Honesty	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you value truth over harmony and popularity?					
Do you strive to tell what you believe to be true?					
Is it important to you when others do or do not tell the truth?					

Forgiveness	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you recognize anger at others as an impediment to your well-being and your effectiveness?					
Do you work to unburden yourself of anger at others?					
Are you able to find constructive ways to move forward from injustices and unwarranted obstacles?					
Can you have healthy relationships with people who have wronged you?					

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