

Building Relationships and Trust with Staff

- 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.

Openness	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you welcome input?					
Do you solicit input?					
Do you reflect on and seriously consider input when you receive it? Are you willing to change?					
Do you value innovation, new ideas, and creativity?					
Are you flexible (not rigid)?					
Do you seek opinions that are different from your own?					

Authenticity	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you practice what you preach?					
Are you the same person regardless of whom you are with?					
Do people feel they can trust you?					
Do you consistently live by your principles?					
Are you reflective (not impulsive)?					
Do you know yourself well; are you introspective?					

Do people have a clear sense of who you are, what you value, and why you do what you do?					
Do you intentionally let others know your motives and deeds?					

Competence	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Are you good at understanding others?					
Are you effective at building, maintaining, and restoring healthy relationships with others?					
Do you know how to and do you model effective ways to work with others to improve their behaviors?					
Do you model personal/professional growth, and are you able to motivate others to develop and grow?					
Do others see you as a competent leader?					

Inspirational	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do others want to follow you?					
Do you motivate others to join your noble purpose?					
Do others look up to you and emulate you?					
Can you change others' behavior simply by being or doing what you want them to be or do?					
Do you bring out the best in others?					

Empowerment	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you share power with others?					
Do you encourage teachers to share power with students and to create classrooms that are more democratic?					
Do you authentically delegate authority to others?					
Do you listen?					
Do you have a collaborative leadership style?					
Are you willing to “lose” debates and disagreements?					

Reliability	Never or almost never	Sometimes, but not often	Periodically, sometimes	Frequently	Always or almost always
Do you try to keep promises and meet deadlines?					
Do people feel they can count on you to deliver what is promised or expected?					
Are you seen as predictable and consistent?					

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