



Purpose

This tool is designed to help K–12 leaders identify their own and colleagues' leadership strengths. By identifying strengths, practitioners can strategically deploy those skills to drive improvement.

PART I

INDIVIDUAL LEADERSHIP STRENGTHS

1. How have or will your team assess leadership strengths? *See last page for strength assessment resources.*

2. What was learned from the assessment of team members' leadership strengths?

3. Complete the table below outlining the leadership strengths of each team member. Include a concrete example of when each strength has been demonstrated in action.

Team Member Name	Strengths	Example of how each strength has been demonstrated by this person

**PART
II****PURPOSE FOR LEVERAGING STRENGTHS**

1. What improvement effort is being implemented that this team will lead?

2. What leadership skills and capacities are needed for this work?

3. How will this team measure and report progress?

4. We will know this has been successful when:

5. Our vision for this team is:


**PART
III**
ALIGNING STRENGTHS WITH ACTION

Refer to the table on the previous page and use this section to identify team members' roles and responsibilities. Identify how this role will leverage their strengths.

Team Member	Role	Responsibilities	In what ways will this person's strengths be leveraged?

**PART
IV**
REFLECTION

1. How effective were team members in their roles? What evidence do you have to support your assessment?

2. How did the team benefit from leveraging the strengths of its members?

**PART
IV****PURPOSE FOR LEVERAGING STRENGTHS, continued**

3. What would you do differently if your team had to engage in this work again? Are there additional strengths that might better serve the work of the team?

4. What successes will the team build on as you move forward? Which strengths were particularly beneficial to the team?

Leadership Assessment Resources

Listed below are assessments that can support you to identify leadership and/or working styles of the members of your team. Mira Education is not affiliated with any of these resources.

- ✓ **Clifton Strengths** (formerly Strengths Finder)
- ✓ **Compass Points**
- ✓ **Comprehensive Assessment of Leadership for Learning (CALL)**