**Spark Questions for Leaders**

District, school, and organizational leaders and those leading an SEL team can use these questions to spark reflection about leadership: how they apply social and emotional competencies and focal constructs that center equity and excellence in the way they learn, connect, collaborate, and model SEL as leaders.

* **To get started:** On each page (Learn, Connect & Collaborate, and Model) ***choose one question*** that sparks your curiosity or motivates you to grow as a leader. Use the space below to journal about why your chosen question speaks to you and how it connects to your leadership goals.
* **For longer term leadership development:** Use these questions as an anchor for setting leadership goals and on-going reflection.

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|  | **Self-Awareness & Identity** | **Self-Management & Agency** | **Social Awareness & Belonging** | **Relationship Skills & Collaborative Problem-Solving** | **Responsible Decision-Making & Curiosity** |
| **LEARN** | How am I learning about [my own identity and the identities of others](https://www.facinghistory.org/resource-library/social-identity-wheel) in my community?In what ways am I learning how my own identity influences my SEL leadership? | What competencies am I building to be able to take purposeful action towards affecting change? | How am I building my capacity to create learning spaces in which participants feel fully seen, heard, and supported to build relationships across differences? Where and when am I learning about the historical, societal, and situational demands on stakeholders that are a result of the identities that they carry?  | How am I deepening my understanding of the complexity of the problems within my community?  Where am I learning to improve my skills to engage in the collaborative problem-solving process?  How am I creating the space to learn the stories of stakeholders and their integrated identities? | Where in my leadership practice am I including time and resources to pursue knowledge and experiences that can lead to social action?  How do I learn to practice humility and vulnerability in my leadership? |
| *Choose one question that sparks your curiosity or motivates you to grow as a leader.* *Why does it speak to you? What comes to mind for you? How does it connect to your leadership goals?* |

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| **CONNECT & COLLABORATE** | How can I create collaborative opportunities, systems and structures that support self-reflection and self-respect across all stakeholder groups? | How can I create opportunities for collaboration that lead to collective efficacy, particularly with traditionally silenced or underrepresented stakeholders, including youth?How can I facilitate access to power, influence, and decision-making for others? | How can I create and co-create collaborative experiences of acceptance, respect and inclusion for myself and others within my community? What indicators will I use to know if this is really happening?  | In what ways am I collaborating to pool knowledge, skills, and efforts to reach solutions?How am I building on the cultures of collaboration that may exist in my community to create more effective problem-solving processes? | How am I creating opportunities for teams and groups in my community to collaboratively pursue new knowledge and experiences that lead us to organized social action?How do I restructure schedules and processes within my organization to welcome curiosity and make space for productive struggle? |
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| **MODEL** | In what ways do I model bringing my full identity into my leadership and creating space for others to do the same?How am I centering the importance of identity as an anchor for leading and learning?   | As a leader, how am I bringing my voice, personal challenges, and sense of purpose to my work in a visible way and creating space for others to do the same? | In what ways am I modeling acceptance, respect, and inclusion in my leadership practice? How do I model learning from traditionally silenced or marginalized stakeholders? | How am I modeling collaborative problem solving in my leadership practice? In what ways am I modeling leadership practices that foster relational trust? | How am I explicitly modeling authentic curiosity as part of my leadership practice and creating space for others to do the same? |
| *Choose one question that sparks your curiosity or motivates you to grow as a leader.* *Why does it speak to you? What comes to mind for you? How does it connect to your leadership goals?* |