

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 and collaborate, and model SEL as leaders.

Read the questions in the following charts.

To get started: For 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 leadership goal setting and on-going reflection.

	Self-Awareness & Identity	Self-Management & Agency	Social Awareness & Belonging	Relationship Skills & Collaborative Problem-Solving	Responsible Decision-Making & Curiosity
	<p>How am I learning about my own identity and the identities of others in my community?</p> <p>In what ways am I learning how my own identity influences my SEL leadership?</p>	<p>What competencies am I building to be able to take purposeful action towards affecting change?</p>	<p>How am I building my capacity to create learning spaces in which participants feel fully seen, heard, and supported to build relationships across differences?</p> <p>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?</p>	<p>How am I deepening my understanding of the complexity of the problems within my community?</p> <p>Where am I learning to improve my skills to engage in the collaborative problem-solving process?</p> <p>How am I creating the space to learn the stories of stakeholders and their integrated identities?</p>	<p>Where in my leadership practice am I including time and resources to pursue knowledge and experiences that can lead to social action?</p> <p>How do I learn to practice humility and vulnerability in my leadership?</p>
LEARN	<p><i>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?</i></p>				

	Self-Awareness & Identity	Self-Management & Agency	Social Awareness & Belonging	Relationship Skills & Collaborative Problem-Solving	Responsible Decision-Making & Curiosity
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?
	<p><i>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?</i></p>				

	Self-Awareness & Identity	Self-Management & Agency	Social Awareness & Belonging	Relationship Skills & Collaborative Problem-Solving	Responsible Decision-Making & Curiosity
	<p>In what ways do I model bringing my full identity into my leadership and creating space for others to do the same?</p> <p>How am I centering the importance of identity as an anchor for leading and learning?</p>	<p>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?</p>	<p>In what ways am I modeling acceptance, respect, and inclusion in my leadership practice?</p> <p>How do I model learning from traditionally silenced or marginalized stakeholders?</p>	<p>How am I modeling collaborative problem solving in my leadership practice?</p> <p>In what ways am I modeling leadership practices that foster relational trust?</p>	<p>How am I explicitly modeling authentic curiosity as part of my leadership practice and creating space for others to do the same?</p>
MODEL	<p><i>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?</i></p>				