



Creating your Personal Value Proposition: Peer & Coach Strengths Interviews

Suggested Time: 2-4 hours (depending on # of interviews)

Context:

Understanding how your closest colleagues and supervisors see us is a strategic way to develop your self-awareness as a leader.

Directions:

Consider conducting 3-5 interviews, including peers, managers, mentors, performance coaches. Utilizing the Sample Question bank below, create your own list of feedback questions to conduct via meeting or email response. We've included a sample template below to help you prepare and reflect.

Sample Questions:

1. How do I add value on our team?
2. What are the top 5 words you would use to describe me?
3. Can you provide an example of when you've seen me at my best?
4. How have you seen me inspire continuous learning in others?
5. How would you describe my classroom?
6. How do I support fellow colleagues?
7. What about our work together do I seem to enjoy the most?
8. Where have you seen me grow, over our work together?
9. How would you characterize how I build relationships, or my strengths as a relationship-builder?
10. What do you think my strengths would be as a school leader? Or, what kind of school leader do you think I'll be?

WORKSHEET

(copy and paste the table below for each interview)

Understanding how your closest colleagues and supervisors see us is a strategic way to develop your self-awareness as a leader.

Colleague Interview: {Colleague Name}	
Question 1	
Question 2	
{ }	
{ }	
Reflections	

Colleague Interview: {Colleague Name}	
Question 1	
Question 2	
{ }	
{ }	
Reflections	

Overall Reflection Questions

(After all interviews are complete):

1. What trends do I notice across interviews?
2. What are my top strengths?
3. How have I added value as a teacher and team member?

