



Appreciative Inquiry Reflection on Competence

These questions can be used for individual reflection and/or conversations and planning in small teams, school or district-wide.

- 1. Considering your entire time as a staff member at your school district, can you recall a time when you felt most alive, most involved, or most excited about your involvement in the district?**
 - What made it an exciting experience? What gave it energy?
 - What was it about you — unique qualities you have — that contributed to the exchange?
 - Who were the most significant others? Why were they significant?
 - What were the most important factors in your school that helped to make it a meaningful experience (e.g. leadership qualities, structure, rewards, systems, skills, strategy, relationships)?
- 2. Let's consider for a moment the things you value deeply. Specifically, the things you value about A) yourself; B) the nature of your work; and 3) Your school district**
 - Without being humble, what do you value the most about yourself — as a human being, a friend, a parent, a citizen, and son/daughter?
 - When you are feeling best about your work, what do you value about the task itself?
 - What is it about your school that you value?
 - What is the single most important thing the school has contributed to your life?
- 3. Your school district seeks to build on “proven strengths” and has been a pioneer in a number of areas. In your opinion, what is the most important achievement that you can recall that best illustrates this spirit of “being the best”?**
- 4. Can you think of a time when there was an extraordinary display of cooperation between diverse individuals or groups at your school?**
 - What made such cooperation possible (e.g. planning methods used, communication systems or process, leadership qualities, incentives for cooperation, skills, team development techniques)?
 - How could these lessons be applied to your team/staff?
- 5. In your mind, what is the common mission or purpose that unites everyone on the team/staff? How can this continue to be nurtured?**
- 6. What is the core factor that gives vitality and life to your school?**
- 7. If you could develop or transform your school in any way you wished, what three things would you do to heighten its vitality and overall health?**
 - How could these three things be brought to the Leadership Team?