

REFLECTION ACTIVITIES

Think of a recent leadership challenge you faced:

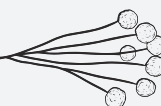
Which Road did you Take? _____

Would you choose differently now? WHY?



How does the video of the flea relate to leadership styles?



[illegible]

Motivation vs. Inspiration

Motivation

- I.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

Inspiration

- I.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

Trust & Inspire Reflection Workbook

Self-Assessment

Circle one word that best describes your leadership style today:

Directive | Supportive | Trusting | Inspirational | Task-Focused | Visionary

My Trust and Inspire Blueprint

1. Values I Will Model: How can I authentically live my values at school?

2. Person I Will Extend More Trust To: Who do I need to extend trust to more intentionally?

3. How I Will Inspire My Team: How can I connect my team to purpose more clearly?

Weekly Leadership Checklist

I modeled a personal or school value.

I extended trust (delegation, empowerment, support).

I connected my team to purpose (vision, mission, students).

I reflected on my leadership and adjusted where needed.

I celebrated progress (not just outcomes).



Reflective Thoughts

What's one commitment you will make starting today?

"Leadership is communicating people's worth and potential so clearly that they are inspired to see it in themselves."

—Stephen M. R. Covey

- **Command & Control** is a relic of the Industrial Age—efficient but outdated for today's complex, people-centric work environments.
- **Trust & Inspire** leadership is suited for the modern era—it taps into people's potential by creating a culture of trust, inspiration, and empowerment.

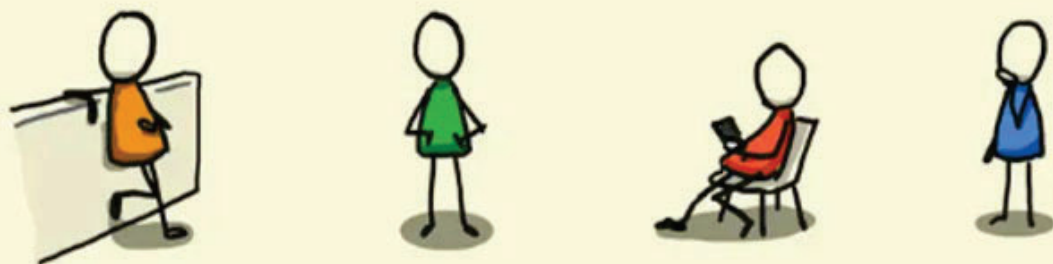
If you're training leaders, you might frame this comparison around "**old power vs. new power**", or "**compliance vs. commitment**."

Leadership Philosophy

Command & Control	Trust & Inspire
Leadership is about managing people .	Leadership is about inspiring people .
Assumes people need to be directed and controlled .	Assumes people are creative, capable , and driven by purpose .
People can't be trusted to do the right thing without supervision.	People perform best when they feel trusted and inspired .
Control = Consistency	Trust = Creativity and Commitment
Uses carrots and sticks (rewards and punishments).	Uses purpose, meaning, and connection as motivation.
Focuses on external accountability .	Builds intrinsic motivation .
The leader is the boss who gives orders.	The leader is a coach, mentor , and guide .
Leads by position and authority .	Leads by influence, trust, and example .
Hierarchical, siloed, often fear-based.	Collaborative, transparent, and trust-based.
Relationships are transactional.	Relationships are transformational.
Resistant to change; change is top-down .	Embraces change as constant and necessary .
Innovation is risky and discouraged .	Innovation is encouraged through psychological safety.
Compliance, minimal engagement, burnout.	Engagement, innovation, loyalty, and growth.
Success measured by efficiency and control .	Success measured by impact, trust, and contribution .

WHOSE JOB IS IT?

This is a story about four people named **Everybody**, **Somebody**, **Anybody**, and **Nobody**.



There was an important job to be done and **Everybody** was asked to do it.

Everybody was sure **Somebody** would do it.

Anybody could have done it, but **Nobody** did it.

Somebody got angry about that, because it was **Everybody's** job.



Everybody thought **Anybody** could do it but **Nobody** realized that **Everybody** wouldn't do it.

it ended up that **Everybody** blamed **Somebody** when **Nobody** did what **Anybody** could have done.

WHY THE HIGH ROAD IS THE BEST ROAD



1. The High Road Brings _____
2. The High Road Brings _____
3. The High Road Creates _____
4. The High Road Has _____
5. The High Road is the _____



High Road leaders Create _____

High Road Leaders Promote _____

High Road Leaders Elevate _____

High Road Leaders Set _____

[illegible]