

PATHWAY PLAYBOOK

From Teacher to Leader

So, you think you want to be a leader... What is your why? Your purpose?

Reflection Question: Based on the advice, what are your takeaways?

Now create a list of the reflection questions from this information

Reflection Questions

Budgeting and Financial Management:

What areas of budgeting and financial management do I need to develop a deeper understanding of?

How can I effectively manage the budgeting process, including developing a budget, tracking expenses, and adjusting the budget as needed?

How can we ensure we align budget decisions with the strategic goals and priorities of my institution?

Change Management:

1. How do I view change? Do I embrace it or prefer the status quo?
2. How can I communicate change effectively to stakeholders in my educational community?
3. How can I ensure that all members of my educational community are prepared and equipped to handle change?
4. How can I minimize the resistance to change?
5. What change management model would be best to lead change in my institution and have it stick?

6. What specific changes would make the biggest difference in improving my institution?
7. How would I ensure the success of a change initiative at my institution?

Collaboration:

1. On a scale of 1–5, how well do I think I collaborate?
2. Where can I stretch myself?
3. Do I share information and resources, or do I keep information to myself?
4. Can others rely on me to take part and remain engaged in projects until they are completed?
5. Do I consistently do my best work every day? Am I known for ensuring things are done on time?
6. Do I remain positive when I'm in group settings?
7. Do I come prepared for meetings and ready to work?
8. Do I help team members problem solve and allow others to contribute?
9. Am I aware of my behavior in group settings?
10. Do I listen to others and allow everyone to take part?
11. Can I adjust from leader to follower when needed?

Communication:

1. How can I improve my active listening skills to better understand the needs and perspectives of others?
2. How can I adjust my communication style to be more effective with different personalities and learning styles?
3. How can I use communication to build trust and establish positive relationships with others?

4. How do I communicate with different stakeholders in my education setting (students, parents, colleagues, administrators, etc.)?
5. How can I improve my communication skills?

Conflict Resolution:

1. Am I competent in conflict resolution, or am I conflict-averse?
2. What is my plan to gain more competency in further developing my conflict resolution skills to stretch myself?
3. What strategies do I use?

Decision-Making:

1. How do I currently approach decision-making?
2. How can I involve others in the decision-making process to ensure diverse perspectives are considered?
3. What are some strategies I can use to manage uncertainty and risk in my decision-making?
4. How can I balance short-term and long-term goals in my decision-making?
5. How can I continue to improve my decision-making skills over time?

Ethics:

Reflection Questions

1. How do my personal values and beliefs impact my decision-making in the institution?

2. In what ways can I ensure that all students are treated fairly and equitably in my institution?

3. How do I handle ethical dilemmas or conflicts that arise in my work as an educator?

4. How can I teach and model ethical behavior for my students and staff?

5. How do I prioritize ethical considerations when deciding? Do I prioritize short-term gains over long-term ethical considerations?

Faculty Development

Reflection Questions

1. What are my strength areas in faculty development?

2. What faculty development opportunities are offered at my organization?

3. Where are the gaps in faculty development?

4. What solutions do I propose?

Influence

Reflection Questions

1. What strategies do I use to influence others?

2. What are some of the key factors that influence people's decisions in education?

3. What are some strategies for minimizing resistance to change through influence that I can use at my institution?

4. What are my strengths and weaknesses when it comes to influence?

5. How can I use my influence to empower and support others?

6. How can I continue to develop my influence skills?

Innovation and Creativity

Reflection Questions

1. On a scale of 1–5, where 1 is “not at all” and 5 is “extremely”, how creative and innovative am I?

2. How do I develop my creativity and innovation skills?

3. How do I foster creativity in group settings?

Leadership

Reflection Questions

1. Would I identify myself as a leader? Why or why not?

2. Would others consider me a leader? Why or why not?

3. How can I continue to enhance my leadership skills?

Complete the sentences below:

A leader must always...

The best leader I ever had did...

I would follow a leader who...

When I am doing a good job as a leader, I...

A leader should never...

The worst leader I had did...

I am turned off by leaders who...

Some people think they are good leaders, but they are not because...

I want to be the kind of leader who...

Lifelong Learning

Reflection Questions

1. What motivates me to learn new things?

2. How do I maintain curiosity and a desire to learn throughout my life?

3. What skills or knowledge do I feel I need to improve to become a more effective educator?

4. What strategies or resources can I use to continue my learning journey as an educator?

-
5. In what ways can I incorporate lifelong learning into the culture I am leading at my institution?
-
-
-

Organizational Strategies

Reflection Question

How can I improve my recruiting practices?

Interviewing

How can I improve my hiring and interviewing process?

Orientation and Onboarding

How can I improve my orientation and onboarding processes?

Growth and Development

How can I improve my growth and development opportunities for myself and my faculty and staff?

Employee Engagement

How can I improve employee engagement?

Recognition Culture

How am I building a culture of recognition?

Generational Differences

How can I improve my knowledge of generational differences and adjust my style?

Project Management

What are my strengths and weaknesses as a project manager?

How can I build on my strengths and address my weaknesses?

How can I effectively communicate with stakeholders, including teachers, administrators, and students, throughout the project management process?

How can I balance competing priorities, such as budget constraints, project timelines, and quality assurance, to ensure project success?

How can I foster a culture of collaboration and teamwork among project team members and leverage their strengths and expertise to achieve project goals?

Strategic Planning

What are my organization's long-term goals, and how can I align my strategies to achieve those goals?

What are my organization's unique strengths and weaknesses, and how can I leverage or mitigate them in my strategies?

What are the potential risks and uncertainties in my strategies, and how can I prepare for and manage them?

How can I build a culture of innovation and continuous improvement in my organization, and how can I adapt to changes in the external environment?

How can I engage and empower your team members to contribute to the development and implementation of my strategies?

Identifying Opportunities and Threats

The following fifteen questions will help your institution identify opportunities and threats.

What quantitative “evidence” could you collect and analyze to provide answers to the questions?

	Yes	No
1. Are there additional potential student segments we could serve? Evidence:		
2. Could we diversify our program offerings in our areas of expertise to gain strength? Evidence:		
3. Are regulatory requirements increasing? Evidence:		

<p>4. Are we at risk regarding any regulatory requirements? Evidence:</p>		
<p>Have the demographics of our student body changed? Evidence:</p>		
<p>6. Are our students' needs and/or expectations changing? Evidence:</p>		

<p>7. Do other schools that attract our students have an advantage? Evidence:</p>		
<p>8. Are there local or state economic changes that impact our institution? Evidence:</p>		
<p>9. Could we gain better control or quality in our relationships with suppliers of goods and services to our institution? Evidence:</p>		
<p>10. Are we up to date and informed by current research and practice models of student retention? Evidence:</p>		

<p>11. Do we use quantitative measures to benchmark and assess our progression toward our retention goals? Evidence:</p>		
<p>12. Do we offer programs to help students with the financial and student success skills they need? Evidence:</p>		

<p>13. Do we have a strong default prevention and debt management plan? Evidence:</p>		
<p>14. Does each member of the staff and faculty understand their role in and responsibilities regarding student retention? Evidence:</p>		
<p>15. Are our retention goals reasonable and attainable? Evidence:</p>		

Teamwork

How do I ensure that all team members have a clear understanding of their roles and responsibilities?

How do I build trust and respect among team members?

What are some of the challenges I have faced when building teams in the past?

What steps can I take to ensure team members feel valued and supported?

How do I promote a culture of collaboration and continuous improvement within the team?

Time Management

What system do I use for time management?

How do I focus on high-priority items?

Do I use one calendar for professional and personal tasks?

X- Self - Assessment

Let's begin by starting the self-assessment inventory and creating a structure to build upon. It is a step-by-step approach guided by a mentor.

If you are an employee reading this to improve your chances of getting promoted, please begin by completing the self-assessment. In the second column, rate yourself in each category from 1 to 10, 1 being poor and 10 being excellent. Do not skip any of the twenty-six categories. Save the third column for your weekly coaching meetings.

If you are the supervisor, schedule weekly mentoring meetings. Read through the questions before meeting with the employee to sense where you want to take the conversation. Feel free to answer the questions based on your school's culture and environment. This approach will help you mentor a new generation of aspiring leaders. Using this approach gives you a plan and process for which you can be responsible and a guide to your career.

The A-to-Z Guide for Navigating the Journey to Educational Leadership

Pre-Assessment Inventory

ABCs for Growth and Development	On a scale of 1 to 10, with 1 being poor and 10 being excellent	Plan to improve/resources utilized
Attitude		
Brand		
Communication		
Decision-making		
Energy		
Focus		

Gratitude		
Habits		
Integrity		
Jaded		
Knowledge of the operation		
Leadership		
Mindset		
Networking		
Opportunity		
Purpose		
Questioning		
Resiliency		
Self-awareness		
Thank you		
Upskilling		
Vision		
White lies		
Xper		
Yearning		
Zone		

Congratulations on Paving Your Path From Teacher to Leader. Please take a few minutes to reflect on how far you have come and plan your next steps.

Post Assessment Inventory

ABCs for growth and development	Rate yourself 1–10, with 1 being poor and 10 being excellent	Plan to improve/ resources used
Attitude		
Brand		
Communication		
Decision-Making		
Energy		
Focus		
Gratitude		
Habits		
Integrity		
Jaded		
Knowledge		
Leadership		

Mindset		
Networking		
Opportunity		
Purpose		
Questioning		
Resiliency		
Self-Awareness		
Thank You		
Upskilling		
Vision		
White Lies		
Xper		
Yearning		
Zone		

Getting To Know You Guide

Before we get started, let us get to know each other. By answering each of these questions, you will examine your skills, traits, competencies, and abilities before we start the mentoring program so I can best support you.

What is your first memory of wanting to teach?

What interests you about leadership or administration?

What is your favorite topic to learn or teach about?

How would you describe your ideal workplace? Name at least three things that are important to you.

What motivates you in your life?

Where do you see yourself in five years?

What life events have shaped you? What specifically from ages one to twelve?

What technology did you grow up with and still use?

How do you relate to people older than you? Younger than you?

What concerns you?

What do you want to accomplish after completing the mentorship program?

How can a mentor support you?

How do you want to be mentored?

What are your gifts?

- Customer service skills
- Soft skills (collaborator, discipline, humility, initiative, open to feedback, love to learn, positive attitude, etc.)
- Smart
- Creative
- Educational knowledge
- Organized
- Other _____

How do you learn best?

- Auditory (listening)
- Visual (seeing)
- Tactile-kinesthetic (hands-on)

What are three areas of development opportunities (weaknesses)?

- a.
- b.
- c.

What is your preferred method of communication?

What do you do for your health and well-being?

What are some of your hobbies?

Eric Goodman, Ph. d., and Kim nuGEnt, Ed. d.

What podcasts do you listen to or something you watch on TV?

Let's create a weekly schedule. Day of the week:

Time of the week:

Thank you for completing the Getting to Know You Guide.

Self – Assessment Mentor/Coach workbook

Self-Assessment Questions

Questions	Responses
How self-aware are you?	
Have you ever taken an attitude assessment? Have you ever had a 360-degree performance assessment in your career? If yes, what did it reveal?	
If you were to ask your peers about your attitude, what would they say? Interview five people you trust who will give you direct feed- back about your attitude.	
What would your supervisor say regarding your attitude? If you do not know, ask.	
What would your colleagues say about your attitude?	
If you have direct reports, what would they say?	
What would your family say about your attitude?	
When you hit a roadblock at work, how do you manage it?	
Do you feel like you are resilient? If yes, give an example.	

How do you get back on track if you get off track?	
Provide an example of when you chose a positive attitude in a stressful situation.	
In what area do you think you excel?	
What is one area in which you could improve your attitude?	
What is one action step you can take to improve in this area?	
How will you know you are making progress?	

Coach/Mentor Questions

Questions	Responses
Describe your attitude self-assessment.	
Did you ask others for feedback about your attitude?	
Did you learn anything new?	
Did any comments surprise you?	
What is one action step you can take to improve your attitude?	

How will you measure your improvement in this area?	
How can I support you?	

Brand

Self-Assessment Questions

Questions	Responses
What does your brand communicate about you?	
What would people say about you if you were not in the room? If you do not know, ask trusted friends and colleagues and find out.	
How self-aware are you? 1 being poor and 10 being excellent.	
On a scale of 1–10, with 1 being poor and 10 being excellent, how strong is your brand? Face-to-face Communication Social media accounts	
What is one area in which you could improve your brand at work?	
Have you set up a LinkedIn profile? How can it be improved?	
What is one area in which you could improve your brand on your social media accounts? Is there anything you have posted in the past that might have you concerned?	
How will you learn more about developing your personal brand?	
What is one action step you can take to improve your brand?	

How will you know you are making progress?	
--	--

Coach/Mentor Questions

Questions	Responses
Describe your brand's self-assessment.	
What did you learn from the <i>Fast Company</i> article "The Brand Called You" by Tom Peters?	
Did you ask others for feedback at work? What did you learn?	
Did you ask others for feedback on your social media accounts?	
Did you learn anything new?	
Did any comments surprise you?	
After a review of your LinkedIn profile, I think I can offer some suggestions. Are you open to this type of feedback?	
What is one action you can take to improve in this area?	
How will you measure your improvement in this area?	
How can I support you?	

Communication

Self-Assessment Questions

Questions	Responses
<p>Rate your communication skills on a scale of 1–10, with 1 being poor and 10 being excellent.</p> <p>____ Listening</p> <p>____ Speaking</p> <p>____ Writing</p> <p>____ Presenting</p> <p>____ Facilitating</p> <p>____ Nonverbal communication</p> <p>____ Body language</p> <p>____ Tone of voice</p>	
<p>What is one area you need to start working on first?</p>	
<p>What is one area you could improve your communication skills at work?</p>	
<p>What outside resources will help you improve in this area?</p>	
<p>Have you ever participated in Toastmasters, Dale Carnegie, National Speakers Association, or personal-development courses to improve communication?</p>	
<p>How will you know you are making progress?</p>	

Decision Making

Self-Assessment Questions

Questions	Responses
What decision-making process do you use? Explain.	
What is one area you can use the PDCA model?	
What is step one for your plan you want to address?	
What is step two, which is do?	
What is step three—check for your plan?	
What is step four for the issue you are addressing?	
How is this approach different from what you have used in the past?	
Where can you use this model in the future?	
How will you measure your improvement in this area?	
How can I support you in using this model?	

Energy

Self-Assessment Questions

Questions	Responses
How would you rate your energy level on a scale of 1–10, with 1 being poor and 10 being excellent?	
What personal energy areas could be improved upon? ____ Healthy eating ____ Exercise daily ____ Drinking more water ____ Sleeping at least 8 hours a night ____ Relationships ____ Setting goals	
What is an area of interest to start on first?	
What actions will you take?	
How will you know you are making progress?	

Coach/Mentor Questions

Questions	Responses
Describe your personal energy level at this point in your life.	
How can you improve your energy level based on your personal assessment?	
In what area will you start? <input type="checkbox"/> Healthy eating <input type="checkbox"/> Exercise daily <input type="checkbox"/> Drinking more water <input type="checkbox"/> Sleeping at least 8 hours a night <input type="checkbox"/> Relationships <input type="checkbox"/> Setting goals	
Do you feel you surround yourself with positive people who add to your life? If anyone might be toxic to you, what will you do about it?	
What are you passionate about? What goals have you set for yourself?	
What do you want your life to stand for?	
What do you want in your life?	
How will you measure your improvement in this area?	
How can I support you?	

Coach/Mentor Questions

Questions	Responses
What decision-making process do you use? Explain.	
What is one area you can use the PDCA model?	
What is step one for your plan you want to address?	
What is step two for the area you want to focus on, which is do?	
What is step three—check for your plan?	
What is step four for the issue you are addressing?	
How is this approach different from what you have used in the past?	
Where can you use this model in the future?	
How will you measure your improvement in this area?	
How can I support you in using this model?	

Coach/Mentor Questions

Questions	Responses
Describe your communication skill strengths.	
Describe your communication skill developmental opportunities.	
How important do you think effective communication skills are for our organization?	
Have you ever participated in Toastmasters, Dale Carnegie, National Speakers Association, or personal-development courses to improve your communication?	
Are you open to joining a local Toastmasters group?	
What is one action you can take to improve in this area?	
How will you measure your improvement in this area?	
How can I support you?	

Focus

Self-Assessment Questions

Questions	Responses
Is being focused a strength or a challenge for you?	
In what areas are you distracted?	

Do you think you are an adrenaline junkie?	
How can you mitigate these distractions from happening?	
What is your plan to address this?	
How do you start your day and focus on the top priority items?	
Do you use a digital calendar system for everything you are accountable for?	
What is one action step you can put in place today?	
How will you know you are making progress?	

Coach/Mentor Questions

Questions	Responses
How do you stay focused for the day?	
What are areas of distraction for you?	
How can you mitigate these?	
What is your plan to address this?	
How do you start your day and focus on the top priority items?	

Do you use a digital calendar system for everything you are accountable for?	
How will you measure your improvement in this area?	
How can I support you?	

Gratitude

Self-Assessment Questions

Questions	Responses
What did you think about gratitude research in your life and its effect?	
Do you have a daily routine of expressing and showing gratitude? Provide a few examples.	
Do you keep a gratitude journal?	
Would you be willing to write what you are grateful for each morning?	
What did you think of the gratitude poem and the YouTube video? How did they change your perspective?	
In what areas of your life have you taken people or situations for granted?	
What is one action step you can put into place today regarding gratitude?	
How will you know you are making progress?	

Coach/Mentor Questions

Questions	Responses
What did you think about gratitude research in your life and its effect?	
Do you have a daily routine of expressing and showing gratitude? Provide a few examples.	
What did you think of the gratitude poem and the YouTube video? How did it change your perspective?	
What are you grateful for at work?	
What are you grateful for at home?	
What are you grateful for from your work team?	
What are you grateful for in your relationships?	
What daily practice are you willing to take to keep gratitude at the forefront?	
Is there any area of your life or a person you have taken for granted?	
How will you measure your improvement in this area?	
How can I support you?	

Habits

Self-Assessment Questions

Questions	Responses
What habits need to change?	
What is the habit you are going to work on first?	
What is the underlying cause of poor habits?	
Are you willing to have an accountability partner? If so, who could be your partner?	
What is your time frame for committing to change the habit?	
How will you know you are making progress?	
How will you celebrate your success?	

Coach/Mentor Questions

Questions	Responses
What habit have you decided to work on first?	
How will it lead to excellence?	

What is the benefit of making this change?	
What will it cost you if you do not make the change?	
How will you feel when you change this habit?	
Do you have an accountability partner?	
How will you keep this present at the top of your mind daily?	
What is your time frame?	
If you make a misstep, how will you recover and get back on track?	
How will you measure your improvement in this area?	
How will we celebrate your success?	
How can I support you?	

Integrity

Self-Assessment Questions

Questions	Responses
What does integrity mean to you?	
Is integrity important in a leadership role?	

When you read the examples, did you see yourself in any of them?	
Whom do you admire because of their integrity? What company displays integrity?	
What examples are you aware of when the leader failed to have integrity in business? What happened? If none come to mind, research and share.	
What is one area that you can work on for yourself?	
How do you justify your behavior when your integrity is not intact?	
How will you know you are making progress?	
How will you know when you can keep your word? To yourself? To others?	

Coach/Mentor Questions

Questions	Responses
What does integrity mean to you?	
What did you think of some examples provided? Let us discuss a few things.	
Have you ever looked at integrity in this way? What surprised you?	
If you were in a leadership position, how would you model it?	
In your current position, how do you demonstrate integrity?	

What happens when a leader does not model integrity? What happened to the organization? To the culture? To the people? Can you give me some specific examples?	
How will you measure your improvement in this area?	
How can I support you?	

Jaded

Self-Assessment Questions

Questions	Responses
On a scale of 1 to 10, with 1 being <i>jaded</i> all the time and 10 being <i>never feeling jaded</i> , how would you rate yourself? _____Jaded	
In what areas do you struggle with cynicism (believe people are generally selfish and dishonest)?	
How can you change this outlook?	
How will you know you are shifting your perspective?	

Coach/Mentor Questions

Questions	Responses
Are there areas at work where you feel jaded? What happened?	
What is the root cause?	

How can you change your perspective?	
If you have a direct report who is jaded, how would you coach that employee? How can you propose an alternative perspective?	
What strategies might work to improve the situation?	
What resources might be available?	
How can I support your growth in this area?	

Knowledge

Self-Assessment Questions

Questions	Responses
Where do you see your career in education? What are your long-term career goals?	
What certification, training, or education do you need to progress in your career?	
What did you learn from this section that you did not know?	
How knowledgeable are you about the education industry?	
What area do you need to learn more about in the industry?	
What is one action step you can take to improve in this area?	

How will you know you are making progress?	
--	--

Coach/Mentor Questions

Questions	Responses
Where do you see your career in education? What are your long-term career goals?	
What certification, training, or education do you need to progress in your career?	
What did you learn from this section that you did not know?	
How knowledgeable are you about the education industry?	
What area do you need to learn more about in the industry?	
What is one action step you can take to improve in this area?	
How will you know you are making progress?	
How can you all support each other?	
How can I support you?	

Leadership

Self-Assessment Questions

Questions	Responses
What leaders do you admire?	
What poor lessons in leadership have you learned?	
What leadership skills or behaviors describe you?	
Where is at least one area that needs development?	
What was the last personal-development course you took?	
What podcasts or TED Talks have you listened to in the last year?	
What was the last book you read or listened to?	
What is the next leadership learning activity you will take on?	

Coach/Mentor Questions

Questions	Responses
What leaders do you admire?	

What poor lessons in leadership have you learned?	
What leadership skills or behaviors describe you?	
Where is at least one area that needs development?	
What was the last personal-development course you took?	
What podcasts or TED Talks have you listened to in the last year?	
What was the last book you read or listened to?	
What is the next leadership learning activity you will take on?	
What do you want for yourself?	
Are you ready for the next opportunity?	
What are you going to do next?	
How can I support you on this journey?	

Mindset

Self-Assessment Questions

Questions	Responses
Overall, do you feel you have a growth or a fixed mindset?	

In what areas of your life do you have a growth mindset?	
In what areas of your life do you have a fixed mindset?	
Do you like to be rewarded for the outcome or the journey?	
What do you say to yourself when things are hard or when you are learning something for the first time?	
How can you shift your mindset to a growth mindset?	
How will you know you are starting to shift your perspective?	

Coach/Mentor Questions

Questions	Responses
Describe what you think is a growth mindset.	
Describe what you think is a fixed mindset.	

Do you feel you have a growth mindset or a fixed mindset?	
In what areas of your life do you have a growth mindset?	
In what areas of your life do you have a fixed mindset?	

Do you like to be rewarded for the outcome or the journey? Explain.	
What do you say to yourself when things are hard or when you are learning something for the first time?	
How can you shift your mindset to a growth mindset?	
How will you know you are shifting your perspective?	
How can I encourage your growth in this area?	
We are halfway through the twenty-six traits. What do you feel you have learned to date?	
How do you feel you have changed?	

Networking

Self-Assessment Questions

Questions	Responses
What is the purpose of networking?	
How can it help your career?	
Do you enjoy networking?	
In what areas of networking do you feel you need assistance?	

In what areas of networking do you excel?	
What was the last networking event you attended?	
When and where is the next networking event you will attend?	
What value can you create when networking?	

Coach/Mentor Questions

Questions	Responses
What networking events have you attended within our company and externally?	
Describe how you feel when you go to a networking event.	
Do you typically go alone to these events, or do you bring another colleague?	
In what areas of networking do you feel you excel?	
In what areas of networking do you need help with now?	
Is there a networking event you are interested in attending but have not done so yet?	
What is stopping you?	
How can I support your growth in this area?	

Opportunity

Self-Assessment Questions

Questions	Responses
What problems or gaps have you noticed in the organization that could be viewed as opportunities?	
When have you brought solutions to your organization? Provide three examples. a. b. c.	
What kind of impact do you want to make?	
How will you know you are making progress?	

Coach/Mentor Questions

Questions	Responses
Did you learn anything new when you read the example shared as an opportunity?	
What problems or gaps have you noticed in the organization that could be viewed as opportunities?	
When have you brought solutions to your organization? Provide three examples. a. b. c.	

What kind of impact do you want to make?	
--	--

What is one action you can take to improve in this area?	
How will you measure your improvement in this area?	
How can I support you?	

Purpose

Self-Assessment Questions

Questions	Responses
What do you value?	
What lights you up and makes you feel alive?	
What is your purpose as a teacher? What is your <i>why</i> ?	
What is your purpose as a leader?	
How can you create a learning-centered work environment where people find meaning and purpose? Be specific.	
What did you think of the story of the bricklayers, and how does it apply to purpose and meaning in life?	
What are some of the good things you have done to make a difference in the lives of others?	

Coach/Mentor Questions

Questions	Responses
What do you value?	
What lights you up and makes you feel alive?	
What is your purpose as a teacher? What is your <i>why</i> ?	
What is your purpose as a leader?	
How can you create a learning-centered work environment where people find meaning and purpose? Be specific.	
What did you think of the story of the bricklayers, and how does it apply to purpose and meaning in life?	
What are some of the good things you have done to make a difference in the lives of others?	
How can I support you and your purpose?	

Questioning

Self-Assessment Questions

Questions	Responses
How is problem-solving related to asking questions?	
Have you ever thought about the types of questions you ask? What are they?	

Does your organization have a questioning model they use?	
Research three questioning resources. It can be online, via books, podcasts, or TED Talks. Be ready to discuss. a. b. c.	
How will you know you are improving your questioning ability?	

Coach/Mentor Questions

Questions	Responses
Problem-solving and asking questions are related. Explain to me the relationship and how it can enhance your promotability traits.	
What did you find when you researched three questioning resources? Let us discuss.	
How can you help your team members become better at asking questions rather than jumping to conclusions or voicing their opinions?	
Compare and contrast two people on your team and their critical thinking abilities.	
Create a plan for continuing to develop your critical thinking skills.	
How can I support you in questioning?	

Resiliency

Self-Assessment Questions

Questions	Responses
Who are people you admire for their resiliency?	
What brings you happiness?	
Who are you?	
What habits serve you?	
How can you become more resilient when learning new technology?	
How can you obtain self-mastery? In what areas?	
How do you navigate tough times?	
What do you need to take responsibility for?	
How do you deal with pain and loss?	
What are some examples of your resiliency?	

Coach/ Mentor Questions

Questions	Responses
Who are people you admire for their resiliency?	
What brings you happiness?	
Who are you?	
What habits serve you?	
How can you become more resilient when learning new technology?	
How can you obtain self-mastery? In what areas?	
How do you navigate tough times?	
How do you deal with pain and loss?	
What are some examples of your resiliency?	
How can I further support you?	

Self-awareness

Self-Assessment Questions

Questions	Responses
What did you learn from the interviews you conducted?	
What are three of your strength areas?	
What are two areas that need to be developed?	
What is one thing they find frustrating about you?	
What do they wish for you?	
What is an area where you excel?	
What are your blind spots?	
How can you improve and challenge yourself?	

Coach/Mentor Questions

Questions	Responses
Based on the interviews you conducted, what did you learn?	
Based on the interviews you conducted, what surprised you?	

Have you taken any online self-awareness assessments? If yes, what did you learn or confirm?	
Have you ever taken any personal-development courses to discover your blind spots? If so, what classes? What did you find out?	
What traits are essential to getting a job or fulfilling your goals?	
How can I support you in your quest for self-assessment?	

Self-Assessment Questions

Questions	Responses
Where have you noticed opportunities to say thank you?	
Have you noticed missed opportunities to say thank you?	
How does it make you feel when you say or write a thank-you note?	
Does this come naturally?	
Do you need to schedule a reminder on your calendar?	

Coach/Mentor Questions

Questions	Responses
There is a statement that is often quoted: "Employees do not quit organizations, they quit supervisors." What does this mean to you?	

What kind of employee or leader do you want to be?	
How important is it that employees and team members feel appreciated?	
What makes you feel appreciated at work?	
Where have you noticed opportunities to say thank you?	
Have you noticed missed opportunities to say thank you?	
How important in business do you think it is to say thank you?	
How can I further support you in developing your “thank-you muscle”?	

Upskilling

Self-Assessment Questions

Questions	Responses
What is your plan for upskilling opportunities?	
What resources do you use to research trends?	
Where are the gaps in your organization to help young talent upskill? Staff upskilling?	
What solutions can you provide?	

Coach/Mentor Questions

Questions	Responses
What are your upskilling opportunities?	
What resources do you use to research trends?	
Where are the gaps in your organization to help young talent upskill? Staff upskilling?	
What can you learn now?	
How can I support you?	

Vision

Self-Assessment Questions

Questions	Responses
What do you want for yourself and your life?	
What type of career? What job roles? What salary do you want to earn?	
What do you want for financial security?	
What educational level do you want to attain?	
Where do you want to live?	

What do you want your relationships to look like?	
What hobbies do you enjoy?	
What about spirituality?	
Whom do you see yourself becoming? How does it feel? What do you see? Write it down. Create a vision board. Create a board that inspires, motivates, and brings you joy. Put it in a place where you'll see it every day.	

Coach/Mentor Questions

Questions	Responses
As an emerging leader, it is imperative that you have a vision of where you want to take the organization, department, or team. How would you describe the picture?	
What is the story?	
If you were the leader, could you lead the picnic exercise as described? How would you bring in all the senses? Share your version of this exercise with me.	

White lies

Self-Assessment Questions

Questions	Responses
Where have you told white lies?	
How did you justify it?	

What did it cost you? Or what could it cost you?	
Do you ever think white lies become more significant over time?	

Coach/Mentor Questions

Questions	Responses
What did you think about “Amnesty Day” and the returned pens?	
Do you think most people feel justified in telling white lies? What do you think the point of it is?	
Do you think there is ever a time when a white lie is justified?	
How can you create a culture of truth and integrity as a future leader?	

Xpert (expert)

Self-Assessment Questions

Questions	Responses
What functional/technical skills are your areas of expertise?	
What are mission-critical competencies for your role?	
Are there interpersonal skills that you could further develop?	
What are the mission-critical competencies for the next role in your company?	

What is an exciting opportunity for you to take on?	
What is one area where you excel over the competition?	
What will help you focus on continuing to grow in your role?	
Do you have a mentor or sponsor?	
How will you measure success?	

Coach/Mentor Questions

Questions	Responses
What functional/technical skills are your areas of expertise?	
What are mission-critical competencies for your role?	
What are the mission-critical competencies for the next role in your company?	
Are there interpersonal skills that you could further develop?	
What will help you focus on continuing to grow in your role?	
What is an exciting opportunity for you to take on?	
What is one area where you excel over the competition?	

Do you have a mentor or sponsor? Explain.	
How will you measure success?	

Yearning

Self-Assessment Questions

Questions	Responses
For what do you yearn? Research areas.	
How do you start to make this happen? Create a logical plan.	
What could stop you?	
What is your timeline?	
How will you measure success?	

Coach/Mentor Questions

Questions	Responses
For what do you yearn? What areas did you research?	
How do you make this happen? What is your plan?	
What could stop you?	

What is your timeline?	
How will you measure success?	
How can I support you?	

Zone

Self-Assessment Questions

Questions	Responses
Are you in the zone?	
Describe when you were in the zone and how it felt.	
Do you feel you are in the zone now?	
How can you get back in the zone?	
Read the research article by Sarah Chang and check out the resources.	
Final Reflection: Write what you have accomplished over the last 26 weeks. Be ready to discuss.	
What is next?	

Coach/Mentor Questions

Questions	Responses
Are you in the zone?	
After reading the research article by Sarah Chang, what do you think?	
How can you help your team get in the zone?	
How can I support you?	
Final Reflection: Now that you have completed 26 weeks, what do you believe you have accomplished? Use the Self-Awareness Inventory again to evaluate your progress.	
What have you learned?	
How have you changed?	
What is next?	

Thank you so much for completing the Pathway Playbook!

P.S. Our latest book, already #1 in several categories including business leadership training will help people develop their leadership skills with a clear and actionable approach that also focuses on the human side of leadership so you can become a confident leader.

To get your copy of From Teacher to Leader or share it as a gift during the launch special (only \$.99 cents) please visit <https://teachertoleader.com/>