

Real Talk Leadership Tool

Reflection Tool for Leaders

This reflection tool is designed to be used after watching the **Real Talk Leadership** Video Vault series.

It supports leaders to pause, reflect on their current leadership patterns, and identify one practical step they can take to strengthen team culture, ownership and accountability.

You can use this tool individually, with your leadership team or as part of a team meeting or professional reflection conversation.

For each section:

1. Read the reflection prompt.
2. Think honestly about what is currently happening in your team.
3. Write down one small action you can take.
4. Use the notes section to capture any thoughts, examples or reminders.
5. Choose one action to follow through on this week.

This tool is not about getting everything right. It is about noticing patterns, creating clarity, and taking one intentional step forward.



Real Talk Leadership Reflection Tool

Use this after watching this Video Vault, designed to encourage reflection on your leadership and team culture and identify your next practical step:

Where am I too deep in the day-to-day, fixing or carrying things that could be shared?

One task or responsibility I can coach someone else through this week is:

I can create safety to speak up and urge this. This week is:



Strong leadership
requires
both care and
courage

Carrying the Team vs Leading the Team



Speaking Up Together



In a **supportive environment**, team members feel empowered to share their thoughts openly. Creating psychological safety fosters trust, encourages honest dialogue and ensures that all voices are heard and valued.



Step onto the Balcony

Where am I too deep in the day-to-day, fixing or carrying things that could be shared?

My next practical step, Notes or Reminders:



Reflecting on Mistakes Together

Teams flourish when they adopt a **curiosity-driven mindset**, turning mistakes into valuable learning opportunities through constructive reflection, fostering a culture of continuous improvement and collaboration among members.



Build Ownership

What expectation or standard does my team need more clarity around?

My next practical step, Notes or Reminders:

A large, empty, light yellow rectangular box with rounded corners, intended for writing notes or reminders.



Difficult Conversations



Building Stronger Teams Together

Engaging in **clear conversations** fosters trust and accountability, allowing teams to address challenges constructively. Empathy and courage are essential for **nurturing growth** and collaboration in the workplace.

Create Safety to Speak Up

Do people feel safe to raise concerns, mistakes or near misses early?



My next practical step, Notes or Reminders:

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Learning Before it becomes Underperformance

The goal is not to reach formal underperformance management. Focus on recruitment, induction, training, shared standards, reflection, documentation and learning from mistakes or near misses early.

Have the conversation sooner

What conversation am I avoiding because it feels uncomfortable?

My next practical step, Notes or Reminders:



Leading Under Pressure



A leader's presence creates stability.

By pausing to reflect and respond, educators receive the guidance they need to thrive, reinforcing a supportive and collaborative environment.

Pressure as an opportunity to grow capability

What pattern do I fall into under pressure — control, avoid, rescue, react or withdraw?

My next practical step, Notes or Reminders:

