

# LEADERSHIP FRAMEWORK



There is no beginning or end point of leadership development, but rather it is a lifelong iterative process of change. The Leadership Framework illustrates this idea visually by positioning the concepts as interlocking circles. The intersections of the circles give us an opportunity to explore how leadership concepts are inextricably linked and what leadership development may look like in multiple contexts. The very center of the diagram represents our aspirations for student leadership development: authenticity, continual growth and development, and increased agency and leadership efficacy.

# **Questions for Reflection**

- How can I continue to grow in my understanding of self? How does my understanding of myself inform the way I engage in leadership?
  - What are my strengths? How can I continue to learn about and develop my strengths?
  - What are my values? Where do they show up in my actions? Where are they not present?
  - What is my leadership style? How does my leadership style help or hinder in groups?
  - What are my social identities? How do these inform my leadership? How might other people's perceptions of my identities impact my ability to engage?
  - How do I respond to challenges? How can I develop my resilience and ability to bounce back (or forward)?
- How can I develop my set of ethics and use my capacity for leadership to advance justice?
  - How do systems of power, privilege, and oppression affect me and operate in my groups?
  - How can I foster interdependence in my communities?
  - In what ways do I have power and how can I use it to make positive change? How can my group build power for positive change?
  - What are my/my group's ethics and standards for behavior? What happens when my/my group's actions do not align with ethics?
  - How do I remain open to learning about others' experiences and perspectives over the course of my entire lifetime?
- How can I/my group use strategy and reasoning to guide our direction?
  - What factors and viewpoints do I consider as I think critically about issues, direction, relationships, and interactions?
  - How do I/we make decisions? What informs our choices and how do we come to agreement?
  - How do I/we consider how our work is part of a larger system or context? What effect does my/our work have on others?
  - What is involved in the planning and analysis of my individual and group's work? How do we improve these practices?
  - How do we ensure that we are continually seeking new and better ways of doing things?
  - What is the structure of our organization? What are the mission, vision, values, goals, and culture? Do all of those pieces align with our goals and position us for positive change?
- How do I/my group build and maintain relationships?
  - What are my/my group's communication practices, and how do we use communication to foster the building and maintaining of relationships?
  - How do I/my group navigate conflict? How do I give and receive feedback in a way that contributes to growth?
  - Does trust exist in our group? How can I contribute to the development of trust?
  - How is my group/community developing? What do we need to do in order to work better together?
  - What are the dynamics of my group/community? What dynamics are unspoken? How can I contribute to building healthy connections?
- How do I/we engage in and execute positive change?
  - Are my group and I adaptable to changing circumstances? How can we increase our comfort in ambiguity?
  - How are we planning for the next generation of leadership in our work? How can we invest in the leadership development of others to carry our work forward or in new directions?
  - Where are we collaborating well with others? How are we planning collective action to move toward positive change? How can we increase our ability to collaborate?
  - When have I taken initiative and why? What motivates me to take initiative? Do I follow through on my commitments? Why or why not? How do I hold myself and others accountable?
  - How do I build in time for regular reflection so I may learn from my actions?