



BRAD GAY EDUCATIONAL CONSULTANTS LTD

DO YOU KNOW THE STRENGTHS OF YOUR TEAM?

A Leadership Reflection and Action Tool for School Leaders

Many leaders can quickly identify the challenges within their team. Fewer can confidently describe the unique strengths each person brings. Strong leaders know that school improvement is not just about fixing weaknesses. It is about recognising, utilising, and developing strengths. When people's strengths are understood and intentionally used, engagement increases, confidence grows, and leadership capacity expands. Use the following tool to reflect on how well you know your team and whether their strengths are being fully utilised.

1 STRENGTH MAPPING

For each team member, record their key strengths.

Team Member	What do they do exceptionally well?	What strengths do others see in them?	How are these strengths currently being used?	Could these strengths be used more effectively?

2 REFLECTIVE QUESTIONS

Rate yourself from 1 to 5.

Question	Rating (1-5)
I can clearly identify the strengths of each member of my team.	
Team members know what their strengths are.	
People's strengths are recognised and acknowledged regularly.	
Strengths influence how responsibilities are allocated.	

Question	Rating (1-5)
Team members have opportunities to lead from their strengths.	
Our school deliberately builds on existing strengths rather than only focusing on gaps.	
Staff feel valued for what they contribute.	

Total Score: _____ / 35

REFLECTION

What does your score tell you?

3 SPOTTING STRENGTHS

Think about each member of your team. Who is strongest at:

Building relationships? _____	Leading others? _____
Organising systems? _____	Supporting colleagues? _____
Creative thinking? _____	Working with whānau? _____
Problem-solving? _____	Curriculum knowledge? _____
Data analysis? _____	Student wellbeing? _____
Communication? _____	Managing change? _____

WHAT PATTERNS DO YOU NOTICE?

4 ARE STRENGTHS BEING WASTED?

Consider:

- Which staff member has strengths that are currently underutilised?
- Who could be given more leadership opportunities?

- Are there staff doing work that does not play to their strengths?
- Are there strengths within the team that others may not know about?

ACTIONS

5 TEAM STRENGTHS AUDIT

Looking at the team as a whole:

OUR COLLECTIVE STRENGTHS ARE:

AREAS WHERE WE NEED TO BUILD CAPABILITY ARE:

6 LEADERSHIP CHALLENGE

Choose one team member and ask:

"What do you believe are your greatest strengths, and how could we make better use of them?"

Listen carefully.

Often, the greatest untapped leadership resource in a school is not a new initiative, programme, or strategy. It is a strength that already exists within the team but has not yet been recognised, developed, or utilised.

FINAL REFLECTION

If every staff member was working in ways that maximised their strengths, what would be different in your school six months from now?

KEY LEADERSHIP INSIGHT

People rarely become energised because someone fixes a weakness. They become energised when someone notices, values, and trusts their strengths. Great leaders see potential before others see it in themselves.