

Turning What We Say into What We Actually Create

STEP 1: CLARIFY OUR SHARED BELIEFS

What do we say we value?

LEADERSHIP

- In our school, leadership means:
- We say students are leaders when they:
- We say adults are leaders when they:

RESPONSIBILITY

- In our school, responsibility means:
- Students show responsibility when they:
- Adults show responsibility when they:

CONFIDENCE TO TAKE ACTION

- In our school, leadership opportunities look like:
- Examples of student leadership opportunities:
- Examples of adult leadership opportunities:

**BELIEF VS. BEHAVIOR
ALIGNMENT AUDIT**

STEP 2: AUDIT OUR REALITY

What do people actually do? What do our systems actually reward?

CONDITION	WHAT WE SAY WE BELIEVE	WHAT STUDENTS & ADULTS ACTUALLY DO	WHAT OUR SYSTEM REWARDS MOST
Leadership			
Responsibility			
Confidence to Take Action			

Think About:

Which row feels most challenging to complete—and why? What row felt most rewarding to complete and why?

STEP 3: IDENTIFY MISALIGNMENTS
Where is belief not matched by behavior?

-  Biggest Misalignment:

-  Partial Alignment:

-  Strong Alignment:

Think About:
If students perfectly mirrored our actual adult behavior in our school—not our mission statement—what kind of leaders would they become?



STEP 4: ROOT-CAUSE ANALYSIS
Why does the gap exist?

Check all that apply:

- ☐ Fear of failure
- ☐ Fear of conflict
- ☐ Compliance pressure
- ☐ Adult control habits
- ☐ Time scarcity
- ☐ Evaluation anxiety
- ☐ Inconsistent follow-through
- ☐ Initiative fatigue
- ☐ Protection of comfort zones
- ☐
- ☐
- ☐

Complete this as a team:

“We say we value _____, but _____ sometimes holds us back.
_____ would help us overcome our barriers/challenges.”

STEP 5: PERSONAL LEADERSHIP MIRROR
(Individual Reflection — Not for Sharing Unless You Choose)

- The belief that means the most to me personally is:
- The behavior I struggle most with in our system is:
- One personal preference I could consider giving up is:
- One courageous belief and behavior alignment move I will make in the next **10 days** is:

.....

STEP 6: STUDENT IMPACT FORECAST
What will belief and behavior alignment change for students?

- If we truly align belief and behavior in our leadership systems, **then students will...**
- If we truly support shared responsibility, **then students will...**
- If we truly reward taking action in partnership with one another, **then students will...**

.....

STEP 7: TEAM ALIGNMENT SCORECARD

Condition	Belief Strength (1–5)	Behavior Alignment (1–5)
Leadership		
Responsibility		
Confidence to Take Action		

Think About:
What areas may require additional conversation? And what areas may require courageous action?

.....

CLOSING COMMITMENT

Each participant selects one sentence to complete aloud:

- “One belief I will now protect with my behavior is...”
- “One behavior I will stop excusing is...”
- “One system I will no longer hide behind is...”