

Assess your role in supporting your colleagues' sense of Purpose.  
Score yourself on the color scale and provide an example for each prompt.

## LEADERSHIP & RESPONSIBILITY

1. I invite colleagues' voices into decisions that affect our work.



*How do you create real opportunities for all colleagues to influence direction or decisions?*

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2. I encourage initiative, even when new ideas challenge the status quo.



*How do you respond when a colleague brings forward a bold or disruptive idea?*

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3. I help others see themselves as leaders, not just contributors.



*How have you intentionally invited or supported someone else to step into leadership recently?*

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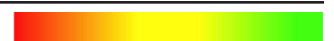
4. I model leadership behaviors I hope others will develop.



*What leadership behaviors do you consciously and consistently model for your colleagues?*

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5. My colleagues feel empowered—not dependent—around me.



*How do you know when colleagues feel empowered rather than micromanaged?*

**STUDENT VOICE TEAM  
PURPOSE SELF-ASSESSMENT**

6. I consistently follow through on my commitments to colleagues.



*Share a commitment that best reflects your follow-through.*

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7. I take ownership when things don't go as planned.



*How do you respond when something you lead is not fully successful?*

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8. I balance support with accountability when colleagues struggle.



*How do you support without taking away agency and responsibility?*

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9. My colleagues trust me to follow through with what I say I will do.



*What feedback or examples of this can you share?*

## CONFIDENCE TO TAKE ACTION

1. I take action on ideas rather than waiting for perfect conditions.



*What idea have you recently moved to action?*

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2. I encourage colleagues to act on ideas, not just talk about them.



*Share a recent example of you and/or your colleagues moving from discussion to action.*

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3. I respond with support when action does not lead to immediate success.



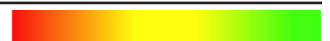
*How have you responded when a colleague took action and it didn't work as planned?*

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4. I model courage by attempting things that stretch my own comfort zone.



*What recent risk have you made visible to others?*

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5. My colleagues see me as someone who believes change is possible.



*What specifically communicates your belief in impact and agency?*

## **REFLECTION PROMPTS**

- Which Condition (Leadership & Responsibility, or Confidence to Take Action) are you strongest in right now?

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- Which area deserves deliberate attention in the next month towards growth?