Shifting Floors

IPLI - Cohort #10
Chris Gabriel - Union Center Elementary School

The only thing that is stopping you from where you are to where you want to go is your comfort zone.

Dhaval Gaudier
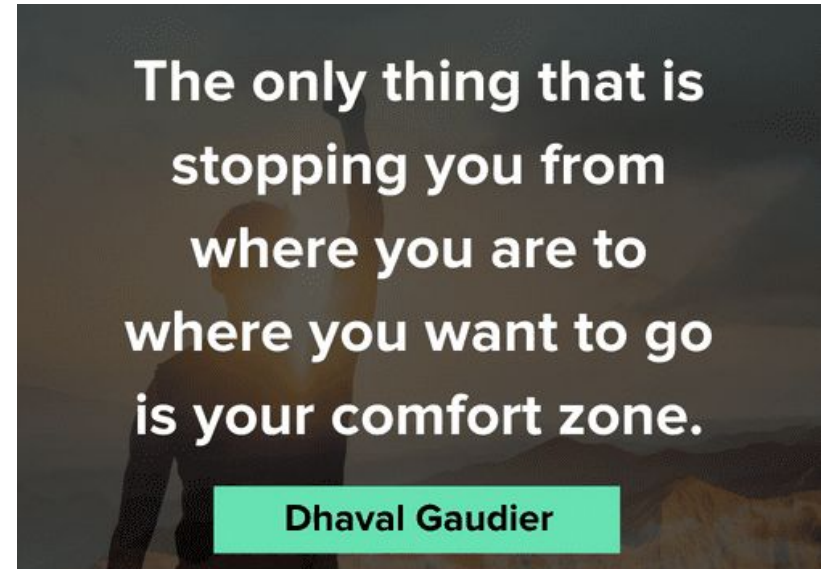
Step outside your **comfort zone** because that's **the only way** you're going to **grow.**

-Madeline Brewer

"YOU ARE ONLY CONFINED BY THE WALLS YOU BUILD YOURSELF"

Background leading to this inquiry...

My Base Floors = Harmoniser, Persister & Thinker

- When under stress:
 - Doesn't delegate, over adapt, & attract criticism

My Top Floors = Rebel, Promoter & Imaginer

- When under stress:
  - Withdraw, break the rules, & blame others

PCM © - PERSONALITY TYPES SUMMARY

Personality Type	Traits	Perception + Currency	Strengths	Psychological needs	When under stress
THINKER	- Logical/analytical - Takes in facts and ideas and synthesizes them	Thoughts with Logic	- Logical - Responsible - Organised	- Recognition of work - Time structure	- Over qualifies - Doesn't delegate - Over controls
PERSISTER	- Ability to give opinions, beliefs and judgments	Opinions with Values	- Dedicated - Observant - Conscientious	- Recognition of work - Convictions	- Focuses on what is wrong - Pushes beliefs
HARMONISER	- Ability to nurture and give to others - Creates harmony	Emotions with Compassion	- Compassionate - Sensitive - Warm	- Recognition of person - Sensory	- Over-adapts - Makes mistakes - Attracts criticism
IMAGINER	- Introspective - Good with things/tasks - Skilled with any work requiring dexterity	Reflections with Imagination	- Reflective - Imaginative - Calm	- Solitude	- Withdraws - Passively waits
REBEL	- Ability to see the humour in things and enjoy the present	Reactions with Humour	- Spontaneous - Creative - Playful	- (Playful) contact	- Invites others to do or think for them - Blames others
PROMOTER	- Ability to be firm and direct	Action with Charm	- Adaptive - Persuasive - Charming	- Incidence	- Expects others to fend for themselves - Manipulates - Breaks the rules

The Purpose of my inquiry...
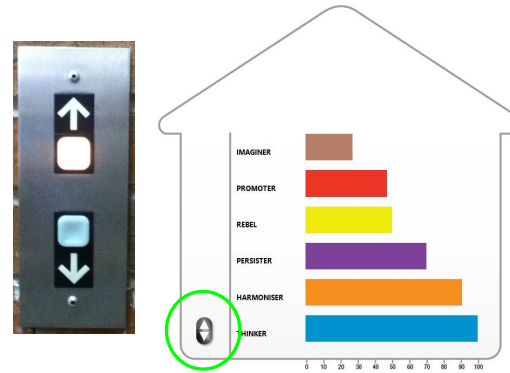
The purpose of my inquiry was to enhance my connection and strengthen my relationships with all staff members through increasing my leadership capacity while possessing the ability to shift floors.

My Wondering

1. How can I intentionally connect with all staff members?
2. Once I know what I know, how can I tend to various psychological needs?
3. How can I track this data without adding more to my plate?
4. What impact will this intentional movement have on me?

My Actions

1. Weekly classroom and staff visits on a google sheet
2. Provide various forms of feedback, complete random acts of kindness with the intent to tends to the different psychological needs of the staff
   a. Emails
   b. Voicemails after staff left
   c. Positive post-it note on desk/mailbox
   d. Gift of time
   e. Playful staff meetings (music & movement)
   f. Recognition of work (on morning announcements)
3. Follow up with face to face conversations & culture checks

Data Collections

Weekly Objectives:

- Get into all classrooms two to three times per week

- Speak with all employees everyday (simple hello)

- Document and take notes on observations

Data Point 1

Union Center Tracking Sheet - 2022-2023 3rd Quarter

Data Point 1 - 3rd 9 weeks (January to March)

3 sections (6 grades) = 18 classrooms
7 additional classrooms (Specials, Special Ed & High Ability)
25 total classrooms x 5 days a week = 125 opportunities
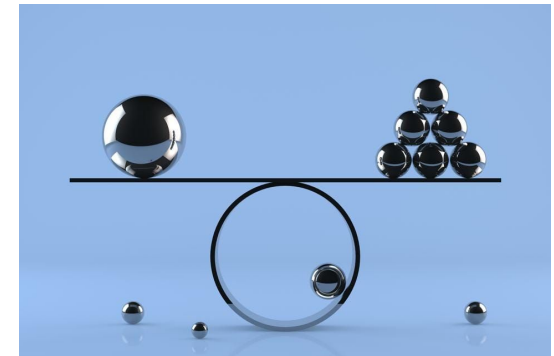
Week 1 - 31 classroom visits

Week 5 - 42 classroom visits

Week 9 - 45 classroom visits

Union Center Tracking Sheet - 2022-2023 3rd Quarter

Data Point 2

- On the same tracking sheet, I kept track of the intentional positive nudges/gestures
- Intentionally going into rooms and areas that I did not gravitate towards naturally
- Balance & time equity

My discoveries...

- I gained insight, I shifted, I adapted, and I met the needs of others. This forced interaction & created a platform for communication & growth!
- Cause and Effect
  - Others joined in (many) & others continued to opt out (few) - "the vast majority"
- Culture talks embedded into systems approach at staff meetings - establishing norms
- Embrace getting out of your comfort zone!

Where I am heading next...

Continuously & intentionally changing up and adapting my leadership methodologies to fit the needs of the staff. In doing so, I demonstrate embracing the process of stretching our comfort zones to build our leadership capacity and grow together!

DO WHAT YOU CAN, WITH WHAT YOU HAVE, WHERE YOU ARE.
THEODORE ROOSEVELT

Agility is fundamental to leading a team through times of change.
Sandra E. Peterson

THANK YOU

BE WILLING TO CHANGE, BECAUSE LIFE WON'T STAY THE SAME