

Harmonizer and Thinker: Will Utilizing a WIN Board Keep Me Validated?

Principal Name: Kim Hayes

School Name: Virgil I. Bailey Elementary School

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Background Leading to My Inquiry (Slide 2)

- 9 years in the classroom - Secondary Special Education Teacher
- 5 years as Dean of Students in Special Education
- 4 years as Elementary Assistant Principal
- 2nd year as Principal
 - 1st year focus - improve staff morale
 - 2nd year focus - improve academics

Personality Structure:

- 100% Base of Harmonizer
- 63% Phase of Thinker

To get my phase psychological needs met...

- I thrive on achievement of a job well done
- I depend on someone else to give me praise that I am doing well

The Purpose of My Inquiry (Slide 3)

To have my Phase Psychological needs met

- Recognition and Praise of Productive Work

Improve job satisfaction

- Internally

My Wondering (Slide 4)

Through the Process Communication Model, I have learned that my base is Harmonizer and my phase floor is Thinker. I thrive on recognition and praise to keep me going. The purpose of this project is to implement a WIN board with my daily routine and determine if that meets my need for validation. Will this daily routine provide me the confidence to know I am a successful leader and energy to continue building my leadership capacity?

My Actions (Slide 5)

- Create a WIN Board
 - Things I've done well
 - What I'm proud of
 - Positive Feedback received
- Qualitative and Quantitative Data
 - Qualitative - Journal reflections about how I felt with and without using the WIN board.
 - Quantitative - Self-assessment ratings (1-10) on confidence, energy, and

motivation each week.

WIN Board Includes:

- IREAD Scores
- NWEA Percentages of Students Meeting Goal
- Positive Notes from Teachers and Central Office
- Positive Notes from Current and Previous Students
- Kindness Card
- SOAR - District Wide Procedures Rolled Out This Year
- No One Eats Alone - photo
- Pictures of Students
- WOW Ticket - Witnessing Outstanding Work (Teacher Recognition)
- Buddy Bags

Data Collection (Slide 7-8)

WIN Board Daily Self-Assessment – completed this almost daily for 6 weeks.

My Data (Slides 9-11)

Used a Google Form to record my daily self-assessments. Input this information into a chart to look at the trends in each area (confidence, energy, motivation, success, recognition).

Week 1 (Feb 10–14)

- **WIN board not yet in use.**
- **Confidence: 5 | Energy: 5 | Motivation: 6 | Success: 5 | Recognition: 3**
- *This week felt average. I was juggling multiple responsibilities and didn't pause to reflect on what was going well. Without a structured tool for self-validation, I relied on external feedback, which was minimal. I completed tasks but lacked a strong sense of purpose or accomplishment.*

Week 2 (Feb 17–21)

- **WIN board still not in use.**
- **Confidence: 4 | Energy: 5 | Motivation: 5 | Success: 4 | Recognition: 3**
- *This was a rougher week. I encountered some challenges in team dynamics and dealt with a few parent concerns. Without a system to process my wins, setbacks took up more mental space. I felt less effective, and my motivation dipped because the emotional load outweighed the recognition received.*
- *I sent out a MOY survey at the end of last week. Only had 2 teachers respond.*
 - *This week the union representatives came to me and stated that teachers wanted to remain anonymous*
 - *Hard to help fix things without knowing who needs what*

Week 3 (Feb 24–28)

- **First full week using the WIN board.**
- **Confidence: 5 | Energy: 6 | Motivation: 5 | Success: 6 | Recognition: 5**
- *Introducing the WIN board started shifting my mindset. Although I didn't feel drastically more confident yet, the act of putting things on the board helped me see small wins that might've gone unnoticed before. I felt a little more energized, even if my motivation was*

still about the same.

- *We had a tragedy that happened on Friday the 21st, two of our students along with their sister and mom were murdered by the father.*
 - *Brought in lots of support for the week*
 - *Staff seemed appreciative of the support*

Week 4 (Mar 3–7)

- **Consistent use of WIN board**
- **Confidence: 8 | Energy: 7 | Motivation: 7 | Success: 8 | Recognition: 7**
- *The WIN board allowed me to capture both the external praise and internal accomplishments. I noticed myself feeling more capable and grounded, which improved my overall energy.*
- *Felt like the tragedy was a ‘reset’ for staff. The push-back seems to have gone away.*

Week 5 (Mar 10–14)

- **Momentum builds**
- **Confidence: 8 | Energy: 8 | Motivation: 8 | Success: 7 | Recognition: 8**
- *2 teachers met with me on separate occasions, both giving compliments of a few things happening around the school*
 - *Student Council – STEM Night*
 - *Buddy Bags*

These external validations aligned perfectly with what I had already been documenting on my WIN board. I felt proud, driven, and more in tune with my leadership.

Week 6 (Mar 17–21)

- **High-performing week**
- **Confidence: 8.5 | Energy: 7.5 | Motivation: 9 | Success: 7.5 | Recognition: 9**
- *Recognition was high from both colleagues and my own reflection, confirming that the WIN board is helping sustain my energy and purpose.*

My Discoveries (Slide 12-14)

1. Recognition and Confidence Grow Together

As the weeks progressed and the WIN board was implemented, there was a notable increase in both “Recognized” and “Confidence” scores:

- Recognition rose from 3 (Week 1) to 9 (Week 6).
- Confidence followed a similar trajectory, rising from 5 to 8.5.

Interpretation: As a Harmonizer, my base personality thrives on affirmation and emotional connection. The WIN board appears to meet my psychological need for validation, which in turn boosts my confidence in leadership.

2. Sustained Motivation and Energy Through Structure

From Week 3 onward (after the WIN board was introduced), Motivation and Energy steadily climbed:

- Motivation improved from 5 (Week 3) to 9 (Week 6).
- Energy increased from 6 to 7.5 during that same period.

Interpretation: My Thinker phase needs logical structure, goals, and measurable success. The WIN board is providing the organized routine and visible progress tracking I need to fuel my internal drive and daily momentum.

3. Perceived Success Becomes More Consistent

While earlier weeks showed fluctuations, my “Successful” scores became more stable and higher in the latter part of the project:

- Ranging from 4–6 in Weeks 1–3, then rose to 7–8 in Weeks 4–6.

Interpretation: The routine use of the WIN board seems to help me internalize success through daily wins, which allows me to feel more accomplished and effective—day by day—regardless of external factors.

Where I Am Heading Next (Slide 15-16)

Implementing the WIN board into my daily routine has proven to be more than just a reflective tool—it has become a source of motivation, affirmation, and clarity in my leadership journey. Through intentional self-assessment and daily recognition of my accomplishments, I have grown in confidence, maintained stronger energy, and felt increasingly successful and seen in my role as the building leader.

As a Harmonizer with a Thinker phase, this routine aligns with both my emotional need for validation and my psychological need for structure and measurable progress. The upward trends in my self-assessment data affirm that this practice has a meaningful impact on my leadership mindset and well-being.

I will continue using the WIN board daily, refining it as needed to remain relevant and motivating. This will continue to give me the energy I need to continue moving my building in a positive manner.

I will share this tool with my colleagues who may benefit from structured self-affirmation and routine reflection.

****This project reminded me that small, intentional actions can lead to meaningful change. By honoring my communication needs and prioritizing self-recognition, I am better equipped to lead with clarity, compassion, and sustained purpose.**

Bibliography (Slide 17)

Regier, N. (2020). *Seeing people through: Unleash your leadership potential with the process communication model*. Berrett-Koehler Publishers.

Whitaker, Todd (2020). *What great principals do differently: Twenty things that matter most*. Eye on Education.

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Improve job satisfaction

- Internally

My Wondering...

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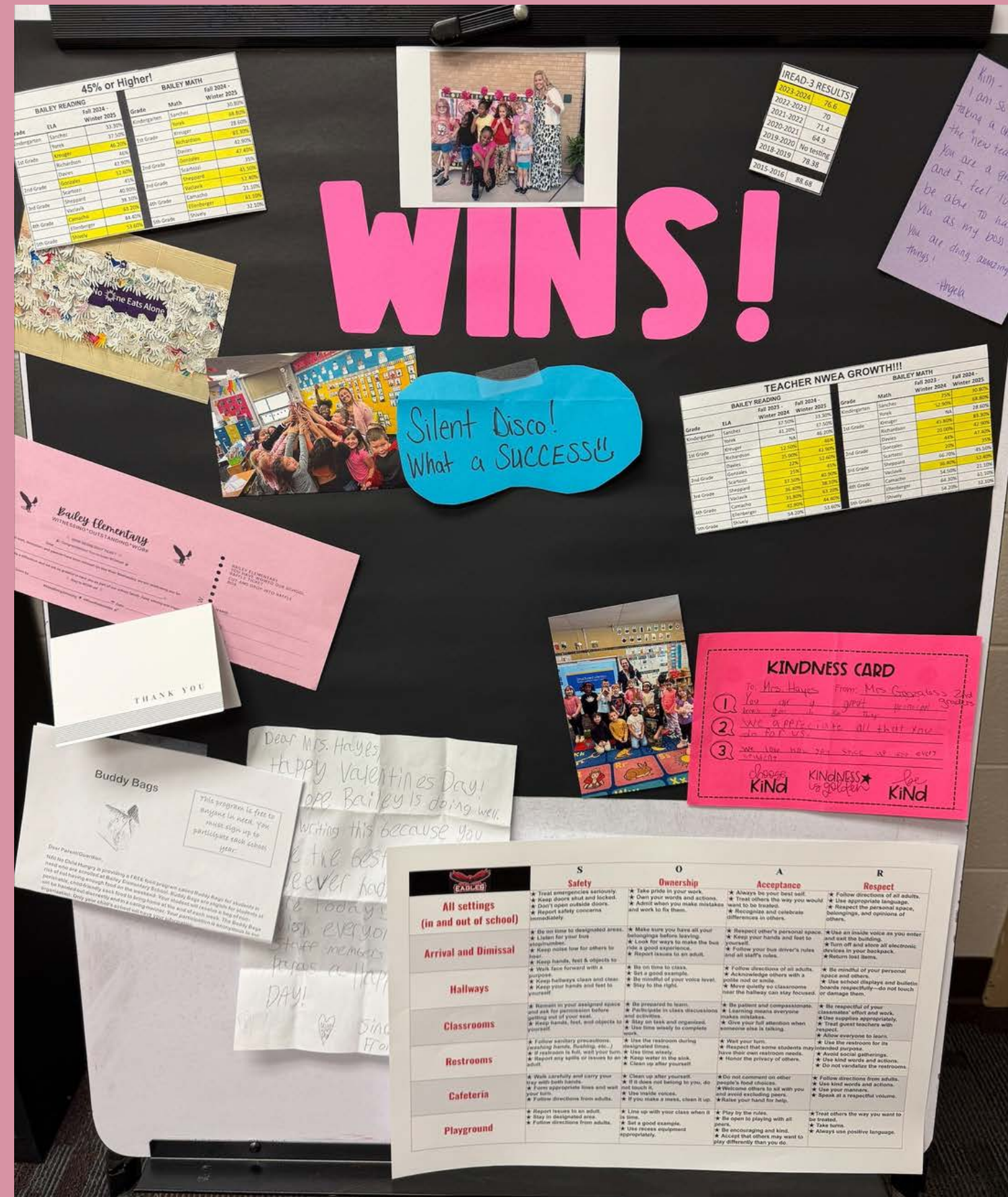


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Data Collection

WIN Board Daily Self-Assessment

Daily self-assessment to reflect on confidence, energy, motivation, and recognition.

** Indicates required question*

1. Date *

Example: January 7, 2019

2. How confident did you feel in your leadership today? *

Mark only one oval.

12345678910

Very☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ Very High Confidence

3. How much energy did you have throughout the day? *

Mark only one oval.

12345678910

Corr☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ Fully Energized

4. How motivated did you feel today? *

Mark only one oval.

12345678910

Not☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ Extremely Motivated

5. How successful did you feel in your role today? *

Mark only one oval.

12345678910

Not☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ Very Successful

6. How recognized or appreciated did you feel today? *

Mark only one oval.

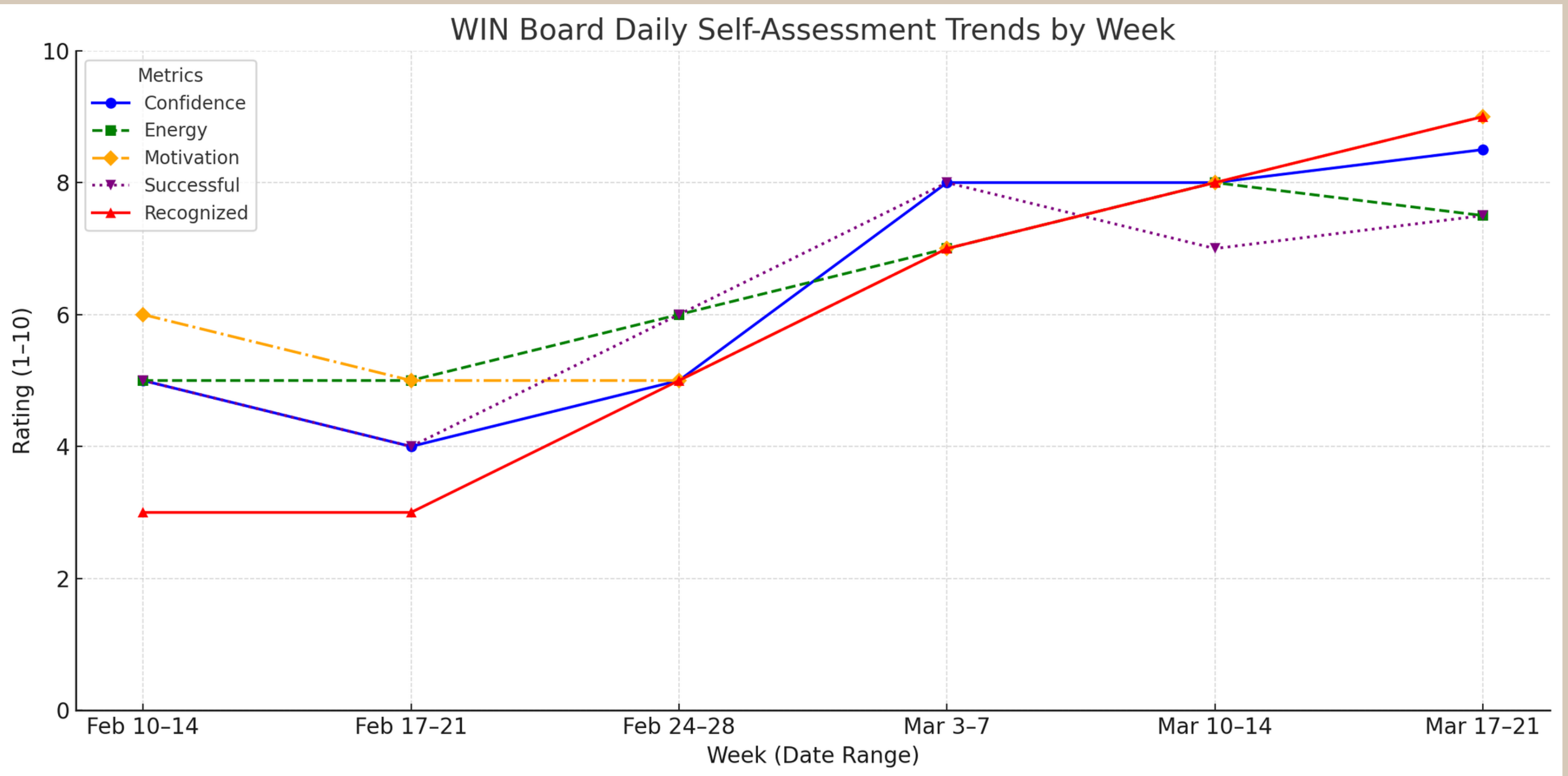
12345678910

Not☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ Very Much So

7. What influenced your scores today? *

8. What was a WIN you recorded that stood out today? *

My Data



My Data

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Thank You!