Principal Name: Bakari Posey
School Name: Brook Park Elementary School
Principal's Email Contact: bakariposey@msdlt.k12.in.us

Background Leading to My Inquiry

This inquiry was rooted in my becoming a school leader in a new space under unusual circumstances. Additionally, my first charge was shifting building culture which I realized had to start with our school Leadership Team. There had been many bad habits that had been happening among the students and the adults. After observing and reflecting, I understood that this task of shifting a new school building would take growth from myself as a leader. This inquiry was for me to metaphorically "look in the mirror" and hear the hard truth about myself and my leadership. This is a main component to helping me grow and lead change at our school.

The Purpose of My Inquiry

After holding up a mirror and being given critical feedback, the purpose of my inquiry is to identify the blind spots in my leadership and use the knowledge to address the blind spots to grow in my own leadership.

My Wondering

I wonder if I define and identify my blind spots and align them with my beliefs and values, how will it impact my leadership?

My Actions

First I created a list of people that know me well or that I have worked. I also added teachers that I am not completely comfortable to this list. Next, I developed interview questions to pose to the individuals on my list. After this, I reached out to each person on my list to schedule a time with them for my interview or simply just to interview them on the spot.

Data Collection

I collected all of my data anecdotally through my notes from each interview. Then I identified the alignment of my data with the themes and data from the executive summary of my PCM. Based on this data alignment, I created clear next steps to merge my strengths with my blind spots to improve my own effectiveness as a leader.

My Data

The data that I used was quantitative data that I gather in interviews.

My Discoveries (Slide ?)

- **Learning Statement One:** I learned that I am more principled and structured than I believe.
- **Learning Statement Two:** I learned that I typically wear "rose colored" glasses with most individuals.
- **Learning Statement Three:** I learned that I can be viewed as conflict averse.

When I learned that I was viewed as more principled and structured, I was surprised by this. I am typically one that enjoys having fun and that doesn't like being bored. After considering my PCM Base, I realized that this is something that I do have and it is a strength but I must be conscious of my blind spot of coming off as cold to others. Two of my other learnings are intertwined. One is that I am viewed as having "rose colored" glasses with others and also being sometimes conflict averse. While I do choose my battles wisely, I realized that my "rose colored" glasses could be a part of my being conflict averse at times. This has shown me that I need to seek feedback, remain positive while also being observant a realistic about matters. All of these learnings connected by to the data I collected and after reviewing my PCM Executive Summer, I found that they are well aligned.

Where I Am Heading Next

In my reflection, I have learned that I must not take people as being as positive as I am. Also, understand that people are portraying who they think I want them to be and that I need to continue to be vigilant in my being observant of others and not always giving others the benefit of the doubt. I also need to be aware of my strength in being logical, structured, and responsible as coming off as cold to others. Sometimes it is acceptable to "let your hair down" and let the creative juices flow in our work.

I have determined that I should consider the "gray" in all matters. Additionally, I plan to make an effort to delegate or release 1-2 items each week as an effort to not cause my stress coping symptom of the need to be perfect. Finally, I also will make a conscious effort to build a stronger relationship with at least 1 person each month during the school year. This will assist with the overall perception of me being cold when I am functioning in my thinker base. Now, I wonder with this knowledge and next steps how it will impact the success of my leadership moving forward.

Bibliography

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

EYES WIDE OPEN: IDENTIFYING BLIND SPOTS IN LEADERSHIP

BROOK PARK ELEMENTARY SCHOOL

BAKARI POSEY

BAKARIPOSEY@MSDLT.K12.IN.US

BACK FOR THE FIRST TIME

- Familiar role, new space

- New team

- Transition

- Building culture and better habits

- Reflection and growth

- Personal accountability

PURPOSE

- Identifying potential blind spots and aligning my cores values/strengths to them to facilitate authentic growth in leadership.

MY WONDERING

I wonder if I define and identify my blind spots and align them with my beliefs and values, how will impact my leadership?

MY ACTIONS

- Craft a list of 12 people
- Include teachers that I am not completely comfortable
- Identify core beliefs
- Interview people on the list using the guiding questions:
  - *What would you say are my 3 core values are?*
  - *What are my strengths?*
  - *How do I handle conflict?*
  - *What are or could be my blind spots based on my core values?*
- Take notes from interviews
- Look for and identify themes from interviews
- Write a journal entry reflecting on how the feedback made me feel and how I can use it in my leadership moving forward.

DATA COLLECTION

- Data was collected by taking notes from interviews electronically.

MY DATA

- **<u>Values/Strengths</u>**
  - Principled/Structured
  - Loyal/Commitment
  - Relationship building/Approachable
  - Leadership
  - Data driven/Logical
  - Open minded/Balanced
  - Growth mindset
  - Consistency
  - Doesn't complain

MY DATA

- **<u>Conflict</u>**
  - Relationship Driven/Situational
    - Relationships- passion
    - Low relationship- cold/apathetic
  - Solution focused/Clear next steps
  - Understands both sides
  - Picks battles well
  - Conflict averse unless major situation

MY DATA

- <u>Blind Spots</u>
  - Black and white
    - <u>Limits flexibility</u>
  - Loyal to a fault/Rose colored glasses/Looks for the best in others
    - Not wanting to believe the worst is true of others
  - Knowing when to ask for help
    - Staying positive and not complaining

DISCOVERIES

- Principle/Structure > Looseness/Flexible disposition
- Positive/Growth Mindset
- Rose colored glasses can impact my desire for conflict.
  - Believing the individual will or can do the best or right thing.
- Lack of Relationship = Lack of Connection
  - Not truly "seeing" or hearing those with whom I don't have a relationship at times.

PCM CONNECTION

- <u>Executive Summary</u>
  - Base = *Thinker*
    - Logical, Organized, Responsible
      - Inquiry Data Connection: Principled/Structured, Committed
  - Phase Motivator = *Harmonizer*
    - Relational, Mattering, "Feeling Good"
      - Inquiry Data Connection: Approachable, Open-Minded
  - First Degree Distress - I must be perfect.
    - Inquiry Data Connection: Not complaining, Not asking for help

NEXT STEPS

- Consider the potential for gray
- Consistent efforts to connect with individuals with whom I haven't established a relationship.
  - (1) person a month
- Ask for help and support
  - Delegate/release at least (2) items a week
  - Don't try to be Superman every day!
- Get comfortable with being uncomfortable
  - Address conflicts as they arise

BIBLIOGRAPHY

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