



THE REFLECT ASSESSMENT FOR LEADING AND LEARNING

Note the 12 practices listed below and think about how they frame your orientation to leading and learning. Rank each practice based on how central that practice is to your work as a leader. Begin by putting a 12 next to the item that is **most prominent** in your practice and a 1 next to the item that is **least prominent** in your practice. Continue until you have ranked each of the practices.

- A. _____ Emphasizing flexibility and adaptability
- B. _____ Fostering empowerment
- C. _____ Emphasizing efficiency
- D. _____ Encouraging creativity and risk taking
- E. _____ Creating a sense of urgency
- F. _____ Focusing on goal attainment
- G. _____ Establishing procedures
- H. _____ Setting short-term objectives
- I. _____ Building trust
- J. _____ Securing new resources
- K. _____ Facilitating teamwork & cooperation
- L. _____ Maintaining order

Reminder: 12 = most prominent, 1 = least prominent

When you have completed your rank ordering, go to the next page to score your results.

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Scoring the Reflect Assessment

Score your responses to the Reflect Assessment following the criteria below. Then, plot your scores on the scale in the appropriate quadrant on the next page.

Yellow Quadrant

Plot your average score for items B, I, and K on the scale in **yellow** quadrant.

Item	Score
B	
I	
K	
Average of B, I, and K	

Green Quadrant

Plot your average score for items A, D, and J on the scale in **green** quadrant.

Item	Score
A	
D	
J	
Average of A, D, and J	

Blue Quadrant

Plot your average score for items E, F, and H on the scale in **blue** quadrant.

Item	Score
E	
F	
H	
Average of E, F, and H	

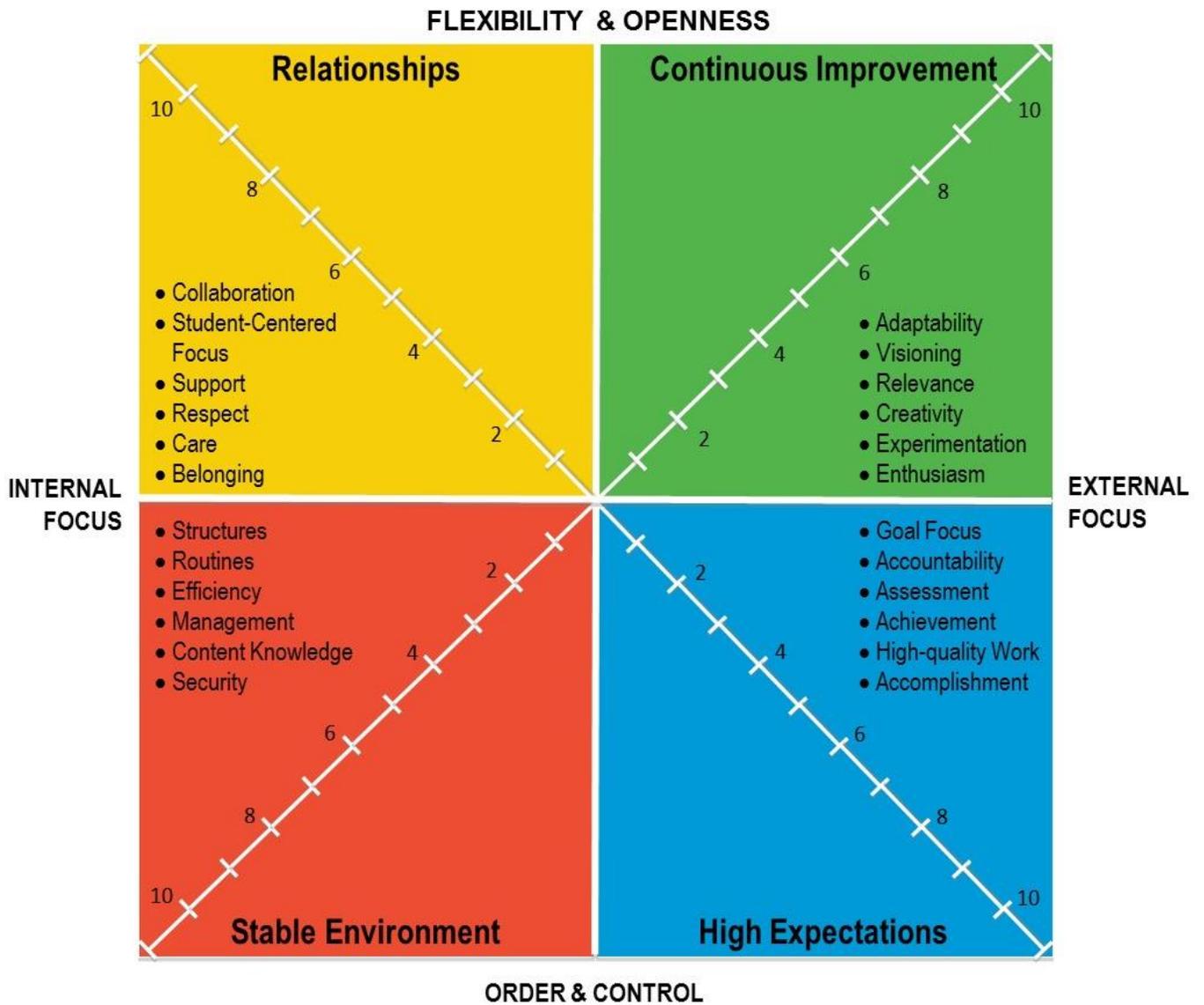
Red Quadrant

Plot your average score for items C, G, and L on the scale in **red** quadrant.

Item	Score
C	
G	
L	
Average of C, G, and L	

Reflect Assessment Results Profile

Connect the dots to get a sense of the relative importance of the attributes that tend to drive your practice.



Interpreting the Results of Your Reflect Assessment

Once you have completed your results profile, the next step is to interpret the results. There are two important factors to consider when interpreting your profile.

1. Note the relative magnitude of the average scores in each of the quadrants. The larger the average score, relative to the others, the more central that set of attributes is to your practice.
2. Consider the relationship between the quadrants. Are you able to connect these attributes in your practice?

An average score that is greater than 6.0 indicates a high affinity to the attributes associated with that quadrant. An average score of less than 6.0 indicates a lower affinity to those attributes.

Conclusion

The results of the Reflect Assessment enable you to assess the key attributes in your current teaching practice. It indicates *where you are right now*.

Your next step is to assess *where you would like to be*. Continue to reflect and talk to administrators, colleagues, and students to inform your development goals.

Your final step will be to *close the gaps* between where you are and where you would like to be.