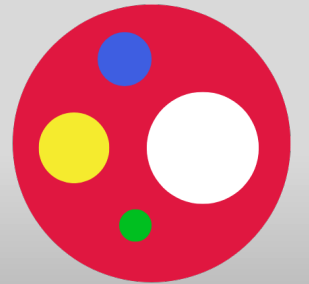




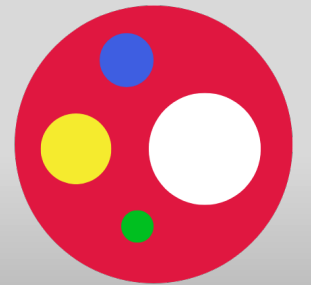
# **5 Ways to Become a Better Leader**

**Turn to an elbow partner!**

**Who was the best manager you've ever had?  
What made them the best?**



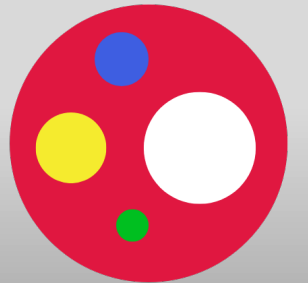
# Levels of Engagement



# 31%

**of U.S. teachers feel engaged at work.**

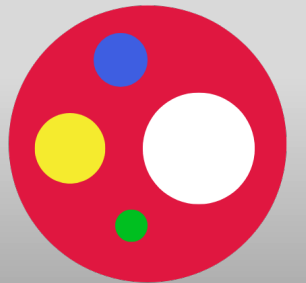
(According to a recent Gallup study)



# How can we help educators feel more engaged?

1. Ask powerful questions
2. Listen to individualize
3. Take Action
4. Build a culture of recognition
5. Focus on teachers' strengths

"6 things the most engaged schools do differently"  
by Tim Hodges, Gallup



# Boss to Coach

GALLUP-CERTIFIED  
Manager

## A Boss:

Leads by directing  
Prioritizes outcomes  
Tells more than asks  
Listens to speak  
Cares about the task

## A Coach

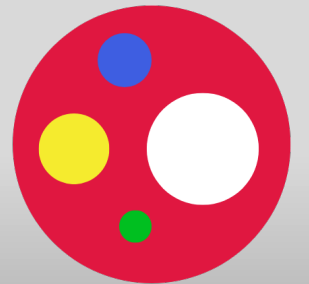
Leads by individualizing  
Prioritizes growth  
Asks more than tells  
Listens to understand  
Cares about the person



# What does this mean?

Gallup recommends managers have one meaningful conversation per week with each team member.

**Tip: Ask more than tell.**



# 1. Ask Powerful Questions

- What is something you're excited to cross off your list?
- What's working in your classroom? What's not?
- Tell me about your best day at work in the past few weeks.
- What has been energizing you lately?
- What is consuming most of your time and attention right now?
- Tell me about a recent experience that taught you something new or important.
- Who are your best partners right now?
- What's the best recognition you've received lately?
- What additional resources or information do you need?
- Whom would you like to learn from and how?
- What does success look like to you?





## 2. Listen for clues

I enjoy...

I am energized by...

I have to...

I wish I could...

I need...

I do best when...

I want to learn...

I don't know what is expected of me.



# Takeaway

1. What are your priorities for the week?
2. What's working, what's not?
3. What are your solutions?



# THE BEST OF ME



**YOU GET THE BEST OF ME WHEN:**

**I BRING:**

**YOU GET THE WORST OF ME WHEN:**

**YOU CAN COUNT ON ME TO:**

**WHAT I NEED FROM YOU IS:**

**HOW I LIKE TO BE RECOGNIZED:**



# 3. Take Action

1. Create accountability
2. Make the coaching relevant
3. Inspire new behaviors
4. Influence change



# 4. Build a culture of recognition

- Timely
- Specific
- Individualized

"6 things the most engaged schools do differently"  
by Tim Hodges, Gallup



# David

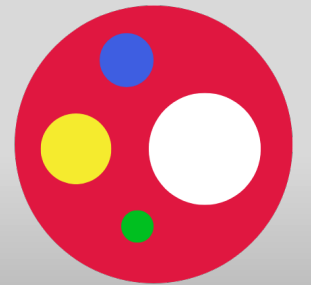
- Wants to feel like he is trusted to complete another big project.
- Enjoys public shoutouts
- Likes silly or serious awards
- Loves a card or handwritten note



# Alayna

- Wants to be viewed as strong or resilient
- Needs consistent and genuine reassurance
- Loves handwritten, private notes
- Trust is a BIG DEAL

# Homework



## 5. Focus on teachers' strengths

Discover what each member of your staff does best. How can they fit that into their classroom?





# Here to serve.

## Hannah Miller

TeamMates Marketing & Recruitment Manager

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Positivity | Woo | Activator | Restorative | Empathy

**TEAMMATES**  
MENTORING

GALLUP-CERTIFIED  
**Manager**

