**Polarities Reflection Sheet**

Consider the polarities mentioned in the chapter. Below is a simple way to rate whether your workplace might benefit from paying attention to these.

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| **Autonomy *and* Collaboration** |
| Are we over-focusing on one pole to the neglect of the other? Circle the neglected pole |
| Who is experiencing negative results? \_\_\_ Students \_\_\_ Teachers \_\_\_Building \_\_\_\_\_\_\_? |
| Color in the number of stars that indicate how crucial this polarity is to reaching school goals, with 5 ✰ being the most crucial: ✰✰✰✰✰ |

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| **Team Relationships *and* Team Tasks** |
| Are we over-focusing on one pole to the neglect of the other? Circle the neglected pole |
| Who is experiencing negative results? \_\_\_ Students \_\_\_ Teachers \_\_\_Building \_\_\_\_\_\_\_? |
| Color in the number of stars that indicate how crucial this polarity is to reaching school goals, with 5 ✰ being the most crucial: ✰✰✰✰✰ |

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| **Clarity *and* Flexibility** |
| Are we over-focusing on one pole to the neglect of the other? Circle the neglected pole |
| Who is experiencing negative results? \_\_\_ Students \_\_\_ Teachers \_\_\_Building \_\_\_\_\_\_\_? |
| Color in the number of stars that indicate how crucial this polarity is to reaching school goals, with 5 ✰ being the most crucial: ✰✰✰✰✰ |

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| **Continuity *and* Change** |
| Are we over-focusing on one pole to the neglect of the other? Circle the neglected pole |
| Who is experiencing negative results? \_\_\_ Students \_\_\_ Teachers \_\_\_Building \_\_\_\_\_\_\_? |
| Color in the number of stars that indicate how crucial this polarity is to reaching school goals, with 5 ✰ being the most crucial: ✰✰✰✰✰ |

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| **Conditional Respect *and* Unconditional Respect** |
| Are we over-focusing on one pole to the neglect of the other? Circle the neglected pole |
| Who is experiencing negative results? \_\_\_ Students \_\_\_ Teachers \_\_\_Building \_\_\_\_\_\_\_? |
| Color in the number of stars that indicate how crucial this polarity is to reaching school goals, with 5 ✰ being the most crucial: ✰✰✰✰✰ |

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| **Centralization *and* Decentralization** |
| Are we over-focusing on one pole to the neglect of the other? Circle the neglected pole |
| Who is experiencing negative results? \_\_\_ Students \_\_\_ Teachers \_\_\_Building \_\_\_\_\_\_\_? |
| Color in the number of stars that indicate how crucial this polarity is to reaching school goals, with 5 ✰ being the most crucial: ✰✰✰✰✰ |

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| **Focusing on the Needs of Students *and* Focusing on the Needs of Staff** |
| Are we over-focusing on one pole to the neglect of the other? Circle the neglected pole |
| Who is experiencing negative results? \_\_\_ Students \_\_\_ Teachers \_\_\_Building \_\_\_\_\_\_\_? |
| Color in the number of stars that indicate how crucial this polarity is to reaching school goals, with 5 ✰ being the most crucial: ✰✰✰✰✰ |

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| **Teacher as Lecturer *and* Teacher as Facilitator** |
| Are we over-focusing on one pole to the neglect of the other? Circle the neglected pole |
| Who is experiencing negative results? \_\_\_ Students \_\_\_ Teachers \_\_\_Building \_\_\_\_\_\_\_? |
| Color in the number of stars that indicate how crucial this polarity is to reaching school goals, with 5 ✰ being the most crucial: ✰✰✰✰✰ |