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### Value Prompts

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For each competency, there are 2 questions. Those labeled, “1,” are reflection questions related to the competency. These questions can be used for journal entries, reflection activities, and group discussions. Those labeled, “2,” are value dimension measurements and can be used to measure a student’s perception of the value of a competency. These questions can be used one time or as a pre/post to see if responses have changed with an educational intervention.

Learning and Reasoning

Research

1. Have you ever come across information that looked credible but later found out was inaccurate? What was the information and how did you find out?
2. What are the potential consequences of not using legitimate sources or not assessing for bias when doing research?

Other Perspectives

1. Think of a time in which you were sure your opinion about something was correct and later found out that an idea, opinion, or a perspective that was shared with you that you did not consider was actually more accurate. What was the situation and what did you learn from it?
2. What might the benefits be to a leader in considering other perspectives?

Reflection and Application

1. Finish the following sentence with five different responses: Reflection is important to me because…
2. How can a leader benefit from reflection?

Systems Thinking

1. Think of one action you took today and write down five potential impacts of that action. Thinking of the potential impacts, is there anything you might do differently if you were to do it over again?
2. Why might leaders need to consider the larger impact of their actions?

Analysis

1. Describe a time in which you made a decision in which you did not analyze deeply enough and missed an important factor. What was the situation? What did you miss? How did that impact the outcome?
2. How can analysis be useful in a leadership situation?

Synthesis

1. Describe an example in which engaging in synthesis was useful for you. What information did you synthesize and how was it useful to you?
2. Why might being able to synthesize important for a leader?

Evaluation

1. Describe an experience in which evaluating information before or after an experience had a significant effect on you personally. What did you learn?
2. What is the value for a leader in being able to effectively evaluate information?

Idea Generation

1. Describe the most creative or innovative idea you have ever had. What was it? Why and how did you come up with it? What were the benefits of this idea?
2. What are the benefits of being able to generate ideas?

Problem Solving

1. Describe a time when you wish you had more effectively solved a problem. What could you have done differently and why?
2. What is the impact of a leader who cannot effectively solve problems?

Decision-Making

1. What factors do you consider when trying to make a “good” decision?
2. Why do leaders sometimes knowingly make “bad” decisions?

**Self-Awareness and Development**

**Self-Understanding**

1. Describe a time when not knowing something about your own personality, beliefs, capacities, or interests hindered your ability as a leader. Describe a time when knowing something about your own personality, beliefs, capacities, or interests helped you to be a better leader.
2. How is self-understanding related to leadership?

Personal Values

1. Describe a time in which a value affected a decision you made. What was the value and how did it affect your decision?
2. Why might understanding personal values be important for a leader?

Personal Contributions

1. Describe a time that you contributed an idea, strength, knowledge, or ability to enhance an individual, group, or community. How did it make you feel about yourself to offer that idea, strength, or ability? What was the impact on others?
2. How might the process of contributing an idea, strength, knowledge, or ability relate to one’s effectiveness as a leader?

Scope of Competence

1. Describe a time that you took on a task that called for a particular competency that you did not possess. What was the impact of that situation?
2. Why do leaders sometimes claim expertise or engage in actions that are beyond their competency level?

**Receiving Feedback**

1. Describe a time you were given valuable positive feedback and how that feedback shaped your future behaviors and self-development. Describe a time you were given valuable constructive feedback and how that feedback shaped your future behaviors and self-development.
2. Why don’t some like getting feedback although it can be valuable in shaping future behaviors?

**Self-Development**

1. Describe three competencies or skills you have developed/enhanced in the last year that you believe are most beneficial in your life and describe why they are beneficial.
2. How might a leader benefit from being a lifelong learner?

**Interpersonal Interaction**

**Productive Relationships**

1. Describe a relationship you have with another person that has been a positive force in your life. How has this relationship been positive for you?
2. What are the benefits of having productive relationships with others as a leader?

**Appropriate Interaction**

1. Describe an experience in which you did not interact appropriately with someone else given the context of the situation. What was the situation? How did you act? Why did you act that way? What was the impact of your actions?
2. What implications might arise for leaders in not appropriately interacting with others?

**Helping Others**

1. Describe a time that someone gave you assistance with nothing to gain from the situation. What was the situation and the impact of the assistance given?
2. Why might it be important to help others as a leader even when there is nothing directly to gain? Do leaders truly do this or is there usually a personal agenda?

**Empathy**

1. What does it feel like to have someone empathize with you and how does empathy impact how you handle situations?
2. What are the benefits for having a leader demonstrate empathy?

**Mentoring**

1. Describe an area of your life in which you have experience and/or expertise about something. What would be most important to share with individuals who are less experienced or knowledgeable and what are the best ways to go about sharing that information to help them be successful?
2. What might get in the way of leaders mentoring others?

**Motivation**

1. Describe a time that someone tried to motivate you but used a strategy that didn’t match how you like to be motivated. What was the impact of that experience and what strategy would have worked best in that context?
2. Why might leaders opt to motivate others when they can often get away with simply telling others what to do?

**Others’ Contributions**

1. Describe a situation in which utilizing others’ strengths, abilities, and assets was beneficial to group functioning.
2. How might a team function more effectively by utilizing others’ contributions?

**Empowerment**

1. What holds you back from empowering others?
2. What positive outcomes can come from a leader empowering others?

**Providing Feedback**

1. How do you give feedback (to what extent, the frequency, the timeliness, and the specificity) and what influences you to give feedback in this manner?
2. What might be implications of a leader who doesn’t provide feedback?

**Supervision**

1. Describe a time that you supervised someone and provided effective direction and a time that you supervised someone and did not provide effective direction. How did effectively or not effectively providing direction impact the situation for both scenarios?
2. What is the value of providing effective direction to others when supervising them?

**Collaboration**

1. Describe the best team you have ever been on. What made it so great?
2. Why is being able to collaborate important to the leadership process?

**Group Dynamics**

**Organizational Behavior**

1. Describe a time that it was valuable for you to understand the organizational behavior of a group you were in. How was it valuable?
2. How might having a leader who does not understand the organizational behavior of the group impact the group and its members?

**Power Dynamics**

1. Describe a time that understanding power dynamics internal and external to your group was beneficial. What was the situation and why was it beneficial to understand the power dynamics at play?
2. How might leaders benefit from understanding power dynamics that affect their group?

**Group Development**

1. Describe a time that you were in a group that was highly effective? What made it effective?
2. What are the benefits of being in a group with a high sense of shared purpose, commitment, trust, and effectiveness? What are the drawbacks of groups that don’t have these characteristics?

**Creating Change**

1. Describe a time when you were involved in creating change. What worked well about your approach to creating change? What might you have done differently?
2. What might be positive effects of change instituted well?

**Civic Responsibility**

**Diversity**

1. Describe an experience in which being in a diverse group of people was valuable.
2. What are the disadvantages of leaders surrounding themselves with only people who are like them?

**Others’ Circumstances**

1. Describe an example of someone not taking the circumstances of others into account. What happened? What was the impact?
2. What might it be important for leaders to consider others’ circumstances?

**Inclusion**

1. Describe a time that you felt included in a group. Describe a time that you felt excluded from a group? What was the impact of both of those experiences?
2. What are the advantages for individuals, groups, and organizations of engaging in inclusive behavior?

**Social Justice**

1. What is your philosophy of social justice?
2. What might be the value of a leader embodying a social justice mindset?

**Social Responsibility**

1. Describe a time when you contributed to making your community better.
2. What is the value of social responsibility to a community?

**Service**

1. Do you engage in service and if so, what are you most passionate about?
2. How might service and leadership be interrelated?

**Communication**

**Verbal Communication**

1. Describe a time when someone effectively communicated verbally with you. Perhaps you were inspired or influenced or just had your fears calmed by another’s words. What impact did that the communication have on you?
2. What are the benefits for a group in having a leader who can effectively communicate verbally?

**Nonverbal Communication**

1. Describe a time when someone used nonverbal communication with you that was useful and effective. What was the situation and why was this nonverbal communication useful and effective?
2. What impact might a leader who does not effectively communicate nonverbally have on others?

**Listening**

1. Describe a time when you experienced someone truly listening to you. How did it feel and how did having the other person listen to you affect the situation?
2. Do you believe leaders should talk more or listen more? Why?

**Writing**

1. Describe a piece of writing that was difficult to read because of ineffective writing. What was the piece and how did its writing affect your thoughts about what the piece was trying to achieve?
2. What are the benefits in having leaders who can communicate effectively through writing?

**Facilitation**

1. Describe a time in which you experienced effective facilitation. What was the situation and how did the facilitation affect the situation?
2. How can effective facilitation be useful in a leadership situation?

**Conflict Negotiation**

1. Describe an experience in which conflict went unaddressed or was mishandled. What were the ramifications?
2. What might be the implications for a group when the leader cannot effectively negotiate conflict?

**Advocating for a Point of View**

1. Describe a time that learning of someone else’s point of view changed your mind about something. What was the situation and what it was about that person’s delivery that made you change your mind?
2. What is the value in having a leader advocate for a point of view? On the other hand, what might be the downside in having a leader not advocate for a point of view?

**Strategic Planning**

**Mission**

1. Describe a personal value that has guided a decision in your life. What was the value and how did it affect your decision?
2. How can a mission statement benefit an organization?

**Vision**

1. Describe an aspect of your life vision? What do you want to achieve in your lifetime?
2. What are the benefits of having a vision?

**Goals**

1. Describe the most important goal that you set and achieved. Why did you set this goal?
2. How might not having goals impact an organization and its members?

**Plan**

1. Describe a plan you have used in your life. Perhaps it was a one-time plan or maybe it is an ongoing plan. Plans could include how you approach completing your work, a plan for household chores, or a workout plan. Describe the benefits of this plan.
2. What is the value in having a plan?

**Organization**

1. Describe a situation or experience in which being organized was helpful. How was it helpful? What might have resulted if you had been disorganized instead?
2. What are the implications on a group of a leader who is disorganized?

**Personal Behavior**

**Initiative**

1. Describe a situation in which you didn’t take initiative but should have. What might have happened if you had taken initiative in this situation?
2. What are the benefits of taking initiative?

**Functioning Independently**

1. Describe a time in which you experienced the impact of another person not being able to work independently. What did it feel like and what resulted from that experience?
2. Why might it be helpful for the leadership process to have group members be able to function independently?

**Follow-Through**

1. Describe a situation in which someone didn’t follow through when they should have. What was the impact on that person, you, and/or others?
2. What might be the effects for an organization and its members of a leader not following through?

**Responsibility for Personal Behavior**

1. Describe a time when someone did not take responsibility for personal behavior. What was the impact?
2. What are your reactions when a leader who has knowingly made a mistake does not take responsibility? What is your image of that leader and what are the implications for others?

**Ethics**

1. Describe a time when you were in an ethical dilemma and chose an ethical response. What was the situation and why did you choose to act in an ethical manner?
2. Why are ethics important in leadership?

**Responding to Ambiguity**

1. Describe a time in which you did not deal effectively with uncertainty. What was the situation and how did not dealing effectively with the uncertainty affect you and /or others?
2. What might happen if a leader cannot effectively deal with ambiguity?

**Responding to Change**

1. Describe a time in which you had to respond to a change that you didn’t like. What was that experience like? What could you have been done differently to make the transition smoother?
2. What might be the impact on a group if the leader does not respond well to change?

**Resiliency**

1. Describe a setback you have had and describe what you learned about yourself through that setback. How did that learning affect your future behavior?
2. What is the value of resiliency in leadership?

**Positive Attitude**

1. Describe a time that someone’s negative attitude affected you. What did that feel like? What did it do for the situation? Then, describe a time that someone’s positive attitude affected you.
2. How might a leadership situation be affected by a leader’s positive or negative attitude?

**Confidence**

1. Describe a time you might not have been confident about something but attempted to appear confident. Why did you try to appear confident? How did that affect the situation?
2. Why might people look to leaders who demonstrate confidence?

**Excellence**

1. Describe a time in which you gave 100 percent effort to something. What was it and why was it important that you give 100 percent?
2. What might be the impression of leaders who do not give 100%?