



The Connected Team Leadership Audit

How Connected Is Your Team?

A Reflective Leadership Audit for Early Childhood Services

Reflect on your leadership practices and score on your team culture.

Name: _____ Date _____

Role: _____

Service: _____

CONNECT

- Do educators feel heard?
- Do team members feel safe to share concerns?
- Is trust evident across the service?

Reflect and then rate your team score for CONNECT

- Emerging** **Developing** **Strong** **Thriving**

REGULATE

- Do leaders recognise signs of educator overwhelm?
- Are wellbeing conversations embedded into practice?
- Is there a culture of support rather than blame?

Reflect and then rate your team score for REGULATE

- Emerging** **Developing** **Strong** **Thriving**

GUIDE

- Is behaviour guidance consistent across rooms?
- Do educators understand the "why" behind expectations?
- Are new staff mentored effectively?

Reflect and then rate your team score for GUIDE

- Emerging**
- Developing**
- Strong**
- Thriving**

REFLECT

- Is critical reflection meaningful or compliance driven?
- Do teams have opportunities for professional dialogue?
- Are decisions informed by reflection?

Reflect and then rate your team score for REFLECT

- Emerging**
- Developing**
- Strong**
- Thriving**

CONNECT • REGULATE • GUIDE • REFLECT

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Calculate Your Overall Team Score

Give yourself:

- Emerging = 1 point
- Developing = 2 points
- Strong = 3 points
- Thriving = 4 points

Add together your scores for:

Pillar Score

CONNECT _____

REGULATE _____

GUIDE _____

REFLECT _____

TOTAL _____/16

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Your Results

4-7 Points

Emerging Foundations

Your team may be experiencing challenges with consistency, communication, trust, or reflective practice. This is not a sign of failure—it is an opportunity to strengthen the foundations that support educator wellbeing and quality outcomes for children.

Focus Areas:

- ✓ Building trust and connection
 - ✓ Creating psychological safety
 - ✓ Developing consistent practices
 - ✓ Embedding reflective conversations
-

8-11 Points

Developing Capacity

Your team has many positive foundations in place, however there may be areas where consistency, communication, or leadership practices are not yet embedded across the whole service.

Focus Areas:

- ✓ Strengthening team culture
 - ✓ Supporting educator wellbeing
 - ✓ Increasing consistency across rooms
 - ✓ Creating deeper opportunities for reflection
-

12-14 Points

Strong and Connected

Your team demonstrates many of the characteristics of a healthy, reflective, and connected workplace. Educators are likely to feel supported, valued, and guided in their practice.

Focus Areas:

- ✓ Sustaining momentum
 - ✓ Developing future leaders
 - ✓ Refining reflective systems
 - ✓ Continuing to build psychological safety
-

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15-16 Points

Thriving Culture

Congratulations. Your team demonstrates a highly connected, regulation-informed, and reflective culture. Trust, collaboration, and professional growth are likely embedded into daily practice.

The challenge now is not improvement—it's sustainability.

Focus Areas:

- ✓ Mentoring emerging leaders
 - ✓ Sharing best practice with others
 - ✓ Maintaining a culture of reflection
 - ✓ Continuing to evolve alongside your team
-

Final Reflection

Which of the four pillars requires the greatest attention in your service right now?

- CONNECT
- REGULATE
- GUIDE
- REFLECT

Leadership Commitment

What is one action you could take in the next 30 days to strengthen your team culture?

What is one action you could take in the next 30 days to strengthen this area?

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My Lowest Scoring Pillar

- CONNECT
- REGULATE
- GUIDE
- REFLECT

Ready to Take the Next Step?

Book your complimentary 30-minute Leadership Reflection Session with Janine Kelly.

Together we will:

- ✓ Unpack your audit results
- ✓ Identify your team's strengths
- ✓ Explore opportunities for growth
- ✓ Create practical next steps for building a connected, regulation-informed culture



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