

MIPI Reflection

I completed the MIPI assessment as part of my journey to become a Catholic leader in Ontario. Using the data from this assessment, I will describe and reflect on my strengths and areas of growth, as well as my strategies for success and related action plan.

Strengths and areas of growth

After completing the MIPI, my strengths as a Catholic leader include emotional communication, social agency, and perseverance. In terms of emotional communication, I am able to accurately articulate my own emotions and the emotions of others which is helpful in building strong and authentic relationships. With regard to social agency, the MIPI notes that I do well with rejection and view myself in a positive regard when I am with others. In terms of my perseverance, I am committed to the pursuits I take on and I see myself as in control of whether or not I am successful at a given endeavour.

Each of these areas where my scores were “highest” also come with areas of growth that need to be considered. For example, my emotional communication abilities may also lead to oversharing and promoting myself at the expense of others. My sense of social agency may lead to disregarding social etiquette and therefore, pushing some people away rather than bringing them in. Finally, my high sense of perseverance may be related to getting a certain task done at the expense of relationships and time to myself. I also need to explore more deeply the parts of my life that I may believe I have control over but which I actually do not.

The areas I have highlighted were my highest scores in each of the personal leadership resources. These resources include cognitive, social, and psychological resources. In placing these resources within the Ontario Catholic Leadership Framework, my strengths line up with the following aspects of each pillar:

Setting directions:

Creating high expectations (PE)

Communicating the vision and goals (EC)

Building relationships:

Stimulating professional growth (EC & PE)

Establishing productive relationships (SA)

Developing the Organization:

Building collaborative structures (EC)

Building productive relationships (PE)

Connecting the school (SA)

Improving the instructional program:

Providing instructional support (EC)
Buffering staff from distractions (SA & PE)

Securing accountability:
Delivering external accountability (PE)

One domain that I would like to focus on is building relationships. Three of my top scoring attributes were present in this domain. Specifically, stimulating professional growth was related to emotional communication and perseverance. As a Catholic school leader, I see myself doing the necessary work to connect with the wider school community to create a buy-in about professional growth and having the perseverance to keep encouraging people in their own learning journeys as teachers and support staff. It is important to me that people are committed to students and for me, this comes from a strong and sustained commitment to professional growth. The other aspect of building relationships was establishing productive relationships using social agency. I believe that my ability to form relationships that are productive will serve me well as a Catholic leader and knowing the areas I need to be cautious of (social etiquette and making space for others to show their accolades) will help to keep me moving forward in this area.

Strategies for success and my action plan

Through exploring the analysis of the MIPI, my strategies for success are to begin with what is easy to build momentum. Looking at how my scores relate to the OCLF, the strategies for success I will rely on are continuing to build and hone in on the areas that I scored the highest in. I will also pay attention to the areas to work on related to my strengths so that I don't squander what I have. When I feel confident that I have worked on the areas of caution related to my strengths, I will begin to explore my next highest scores, and work my way down the list.

Conclusion

This exercise in aligning my scores with the OCLF has been helpful because it has given me a sense of where to focus my attention. In continuing to align the information I have with the framework, I can develop my leadership abilities in a rounded way that meet the needs of the schools I serve and that are attentive to my role in a much larger school system.