



Building a Culture of Reciprocity

Using the **12 Principles of Reciprocal Leadership** you can build a culture of reciprocity in the places where you serve and lead.

The vehicle or mechanism for building your culture of reciprocity using the principles will be through the creation of Circles of Success.

Your attainment of this culture will be dictated by the vision you cast in the invitation that you will send out asking others to join in your Circle of Success. The Circle of Success is not intended to be formal and stringent, but is a way to facilitate an intentional agreement.

Use the tools that you already have in place, i.e., email system, Dojo, Google Classroom, to support your efforts. I would discourage a school from simply mimicking the vision of their districts. While you certainly want to support the broader efforts, your vision needs to be close enough to home to connect. Your Circle of Success is not only useful for an overarching vision, but can be used on projects as well.

The persons you invite to your Circle of Success should be those (1) in your realm of influence, and (2) who are connected to the success of the vision. We would hope that if we are all rallied around the success of students that buy-in would be 100%. However, if there are those who are skeptical or resistant to forward movement they will quickly become evident.

This tool is not only for state, district, and school leaders, but classroom leaders as well. For teachers, you can create a Circle of Success around a student. Inviting members of the teams, i.e., other school staff (including principal), lunchroom, bus, and custodial support, parent, community, counselor/psychologist, social worker.

Remember, ***trauma-informed leaders know how to turn silos into circles.***

AWAKENING MINDS, IMAGINING FUTURES



12 Principles of Reciprocal Leadership

PRINCIPLE #1

RECIPROCITY IS A NATURAL LAW

PRINCIPLE #2

RECIPROCITY IS OUTWARD FACING AND OTHERS FOCUSED

PRINCIPLE #3

RECIPROCITY REQUIRES AUTHENTICITY

PRINCIPLE #4

RECIPROCITY IS KEY TO FORCE MULTIPLICATION

PRINCIPLE #5

RECIPROCITY IS ESSENTIAL FOR TURNING SILOS INTO CIRCLES

PRINCIPLE #6

RECIPROCITY PROGRESSES BASED ON THE EXCHANGE OF LEADER-FOLLOWER

PRINCIPLE #7

RECIPROCITY CHANGES THE WAY YOU SEE

PRINCIPLE #8

RECIPROCITY HAS A COMPOUNDING EFFECT

PRINCIPLE #9

RECIPROCITY IS FACILITATED BY A COMMON GOAL OR PURPOSE

PRINCIPLE #10

RECIPROCITY IS COURAGEOUS

PRINCIPLE #11

RECIPROCITY IS INDIVIDUAL, YET INTERDEPENDENT

PRINCIPLE #12

RECIPROCITY IS MORE CONCERNED WITH THE INFINITE GAME THAN THE FINITE GAME