



# PE Leader Self-Review Tool

## Secondary

### How to Use This Tool:

This self-review tool is designed to help you pause, reflect and grow as a leader. It works best when used as a live document – revisit it at moments that suit you, whether that's termly, mid-year, or when planning your next steps. There's no need to have all the answers. Instead, use the questions to prompt honest reflection, spark ideas and guide your development. Adapt it to suit your role, context and goals – it's here to support your ongoing journey, not define it. We also encourage you to share your reflections with a colleague or mentor – opening up conversations like these can deepen insight, build confidence and support your professional growth.

### 1. Your Leadership Identity

Who are you as a leader and who do you want to become?

What do I want people to say about my leadership?

---

What do I stand for—what are my values as a leader?

---

What is specific about me that makes me worth following?

---

Where do I feel strongest right now? Where do I feel stretched?

---

Who inspires me—and what can I learn from them?

---

What are my biggest areas for development?

---

---

## 2. Your Confidence and Capability

Check in on what you lead well and where you need support?

Which aspects of  
curriculum or leadership  
do I lead with confidence?

---

Where do I feel unsure  
or less experienced?

---

What helps me lead with  
clarity and purpose?

---

What do I not know that  
I need to figure out?

---

Who can I learn from – are  
there middle leaders in  
school I can emulate?

---

## 3. Your Influence and Relationships

Leadership is about people. How are you showing up for others?

Am I building strong,  
respectful relationships  
with my team?

---

Do I feel listened to and  
supported by SLT?

---

Where am I having  
the biggest impact  
and how do I know?

---

How effective is the  
team I lead?

---

What motivates those I lead? What challenges them?

---

Who are my 'experts' and how can I use them more effectively?

---

#### **4. Your Department**

Is the team you lead thriving?

What are my department's values and do we live them?

---

Is my team successful and how do I define that?

---

What is the output of the team I lead?

---

If Ofsted were deep-diving PE tomorrow, what would worry me most?

---

#### **5. Your Development Journey**

Leadership growth doesn't happen by accident.

What have I learned about myself as a leader this year?

---

When did I last step outside my comfort zone?

---

What feedback have I received and how have I used it?

---

What advice would I give my younger self?

---

What advice would I ask from my future self?

---

## **6. Your CPD and Professional Engagement**

Reflect on how you're growing and helping others grow.

When did I last lead a CPD session, internally or externally?

---

What was the last CPD or conference I attended and what did I take from it?

---

Am I sharing my expertise more widely or learning from others in different settings?

---

How might I build CPD more intentionally into my year?

---

## **7. Your Balance and Motivation**

You can't lead well without looking after yourself.

How am I balancing leadership with teaching and life?

---

What do I do to recharge and stay resilient?

---

What motivates me when things feel tough?

---

---

What matters most to  
me outside of work?

---

What are the early  
signs that I'm feeling  
overwhelmed?

---

**Next Step:**

Pick one small action from your reflections to take forward this term.

**Acknowledgements:**

This tool was created in collaboration between the **Youth Sport Trust** and **Guy Wnuk**, Head of PE at Stratford Upon Avon School. A big thank you to Guy for his invaluable contribution!



SportPark  
Loughborough University  
3 Oakwood Drive  
Loughborough  
Leicestershire LE11 3QF

**01509 462900**  
[info@youthsporttrust.org](mailto:info@youthsporttrust.org)  
[www.youthsporttrust.org](http://www.youthsporttrust.org)  
[@YouthSportTrust](https://www.instagram.com/YouthSportTrust)

Registered charity number **1086915**  
Registered company number **4180163**

