

AASA aims to support leadership development by establishing a framework of:

Resonant Leadership

Resilient Leadership

Nimble Leadership

## UNDERSTANDING RESONANT LEADERSHIP

**RESONANT LEADERSHIP** is a leader's ability to stay in tune with the emotions of others, connect emotionally with those in their organization, and manage their own emotions to counteract stress and prevent their negative emotions from negatively impacting the emotional state and productivity of those around them.



**DISSONANT LEADERS** lack empathy for those within their organization, are out of touch with the emotions of their employees, embody leadership styles that create negative emotions throughout the organization, and spread emotional negativity.

## RESONANT LEADERSHIP COMPETENCIES

Resonant leaders embody and deploy social-emotional skills to identify and understand the emotions of those they lead.

### The Core Competencies of Resonant Leadership

#### EMOTIONAL INTELLIGENCE

Emotional intelligence is a leader's ability to understand and manage their emotions and relationships. Four key domains include self-awareness, self-management, social awareness, and relationship management.

#### RENEWAL AND MINDFULNESS

Renewal involves practices such as mindfulness that allow leaders to manage their emotional state and avoid falling into a negative cycle of stress and sacrifice, ultimately enhancing their resilience and effectiveness.

#### EMPATHY AND COMPASSION

Empathy is the ability to understand and share the emotions of others, while compassion builds from empathy, involving a desire to learn about others, address their needs, and spark positive psychological changes that counter the negative effects of stress.

## IMPLICATIONS OF RESONANT LEADERSHIP FOR DISTRICT AND SCHOOL LEADERS



Resonant leadership helps educational leaders **manage job-related stress and cognitive load**, leading to improved wellbeing and job performance.



Resonant leadership qualities contribute to positive school cultures characterized by **collaboration, trust, and improved organizational outcomes**.

## BUILDING RESONANT LEADERSHIP

The "Becoming a More Resonant Leader" toolkit focuses on the skills and traits of resonant leaders and is designed to support district leaders build resonant leadership skills.

Sample tools and activities include:

- Self-Assessment: Emotional Intelligence
- Activity: Mindfulness Meditation
- Self-Reflection: Leadership Styles

### Toolkit: Becoming a More Resonant Leader

14+ tools and resources for developing resonant leadership!

