

**Welcome to Lionheart Coaching, my name is Richard an accredited Positive Psychology Coach.**

**I help** visionary Headteachers and Senior Leaders break free of overwhelm, self-doubt, the constant pressure to *'hold it all together,'* the loneliness of leadership, and the invisible weight of unrelenting responsibility.

I've created a **comprehensive culture audit guide** that is a practical, actionable resource for school leaders. The guide includes:

**Key Features:**

- Structured approach to the three core questions
- Pre-audit preparation
- Emotional climate indicators (green/amber/red flags)
- Trust thermometer assessment tool
- Monthly check-in template for ongoing use
- Difficult conversations toolkit
- Implementation strategies

**Practical Elements:**

- Time estimates for busy leaders
- Discussion prompts to facilitate SLT conversations
- Sample phrases for difficult conversations
- Quick wins alongside long-term strategies
- Confidentiality guidelines

## School Culture Audit: A Reflection Guide for Senior Leadership Teams

*Listening before staff leave, not after*

---

### Introduction

This guide helps school leaders conduct an informal culture audit to understand the emotional climate of their school. Rather than waiting for exit interviews to reveal problems, use these reflection tools to identify concerns early and create positive change.

**Time needed:** 60-90 minutes for initial audit, ongoing monthly check-ins

---

### Part 1: Pre-Audit Preparation

#### Setting the Scene

Before diving into questions, create the right environment:

- Schedule uninterrupted time with your SLT
- Approach this with genuine curiosity, not defensiveness
- Remember: This is about understanding, not problem-solving immediately
- Keep names confidential during discussions

The **full audit** is shared with client who are working on **school culture as a goal** for improvement.

Perhaps they have experienced a number of teachers leaving and want to **upscale their teacher and staff retention plans**.

To explore leadership coaching with me, book a **FREE introductory call** and conversation around your coaching goals.

**Contact me via my website and email or via LinkedIn.**

Thank you,

Richard

Lionheart Coaching

lionheartcoaching.co.uk