THE HOW
DESIGNING LEADERSHIP DIFFERENTLY

Reflective Questions Tool

Work With Us, Not On Us
- Am I designing with people, especially those affected by change, not just for them?
- How am I listening to and including different viewpoints in the process?

Don't Work Alone
- Who else in the system, including communities should be involved in this work?
- How can we learn and grow together through collaboration?

Focus on Real-Life Experiences of Inequality
- Am I starting with real experiences of inequality, not treating them as an add-on?
- How do these experiences shape our design and decision-making?

Create a Fair Exchange for Citizen Contribution
- Have I asked people how they want to be involved?
- Am I valuing their time, ideas, and contributions fairly?

Design With Power in Mind
- Who holds power in this situation and how is it being used?
- What can I do to share power more fairly through design?

Make Space
- Am I creating space for people to think, connect, and explore together?
- How can I support learning and experimentation without pressure?

Remember We're All Human
- Am I designing with empathy, recognising the full range of human emotions?
- How do I make space for both joy and pain in this work?

Keep It Real and Relevant

- Is this work grounded in real-life experiences and community action?
- How can I stay connected to what's actually happening on the ground?

Do Bitesize

- Is this design flexible, accessible, and easy to engage with?
- How can I break things down into manageable, meaningful parts?

Do Target

- Am I avoiding one-size-fits-all solutions?
- How can I tailor our approach to meet specific needs and make real change?

Design Without Fixed Endings

- Am I focusing on enabling and supporting, not just finishing?
- How can I build something that evolves over time?

Describe Development in Different Ways

- Am I open to different ways of talking about growth and progress?
- How can I make space for multiple narratives and definitions?