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Ever wonder why certain people help meetings fly by and others inspire you to wish that the 'walk the plank' came back in style?



We are all on different stages of the journey....
...though, wouldn't it be wonderful if everyone were on the leading edge of whatever innovation we're striving to include on a school wide level?



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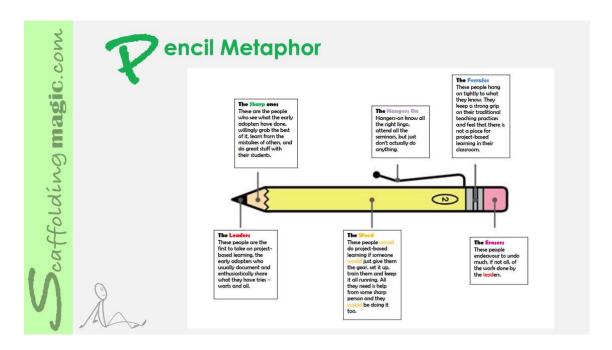
and teachers, it really helps them become more compassionate to each other.

Pencil Metaphor

## Why?

Well, just seeing so visually that there are many shades of participation, helps everyone to have more patience...

...also, the PENCIL METAPHOR helps everyone to see what they could do to become more open to changes.



Where are YOU on the PENCIL METAPHOR? What could you do to move to the left even more????



...turning competences into activities...

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