



**ENID LEE'S 4As
and
NEP STEMS**

ATTITUDE CHANGE

"How are you feeling about...?"

"I want to share a strength I've noticed in your teaching..."

"What do you see as some of your strengths as a leader?"

ANALYSIS

"This data conflicts with your expected outcome. What are you thinking about that?"

"I hear an assumption in that. Tell me how you understand the problem."

"Can I push your thinking a little bit around...?"

AWARENESS

"I heard you use (these words). Can you say more about that?"

"We seem to be talking about the same concern again. Do you know what is keeping you from acting on that?"

"Did you know that....? Are you aware of/that... .."

"Have you thought about..."

ACTION

"It may be/It's time to consider... "

"What would success look like for you?"

"How might you (do/approach)...?"

"What would you need to do to prepare yourself for...?"