

Book Study Questions
All In

Understanding the Culture of "All In"

1. What does being "all in" mean in the context of school culture?
2. Can you think of moments at your school or organization where vision drove your culture—not just policies?

Vision, Belonging, and High Performance

1. In what ways can a shared vision foster belonging among diverse stakeholders (students, families, staff)?
2. How might high-performance with joy differ from performance driven solely by pressure or mandates?

Intentional Leadership in Practice

1. Reflect on your leadership style: how might you lead culture more intentionally?

Equity and Full Self Expression

1. What barriers often prevent people from feeling they belong or can be fully themselves? How can intentional leaders address those barriers?

Sustaining Joyfully Rigorous Culture

1. How does a focus on culture help sustain morale?
2. What actions could you take this week to link high expectations with affirmation and encouragement?
3. How will you monitor whether culture initiatives are working—and adjust when they fall short?

Final Reflection Questions

1. What are your top three takeaways from *All In*?
2. Which concept or practice surprised you the most—and why?
3. What is one leadership move you can make in the next month to deepen your team's culture?
4. How will you ensure that culture remains a living, adaptive force—not just a strategy on paper?