

# xSELERatED

## The Mathematics of Mattering

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### A Simple Reflection Worksheet

Use this worksheet to reflect on whether a classroom, team, school, or community feels like a place where people matter.

You can complete it for:

- your classroom
- your staff team
- your school
- a leadership space
- your own relationships with students or colleagues

### The Formula

Attention + Dignity + Care + Consistency = Mattering

#### Definitions

##### Attention

People feel seen, noticed, and remembered.

##### Dignity

People are treated with respect, especially in hard moments.

##### Care

People's well-being matters here.

Consistency

People do not have to keep re-earning their humanity.

## Part 1: Do the Math

Rate each area from 1 to 5

1 = rarely true

2 = sometimes true

3 = relatively true

4 = often true

5 = deeply true

### 1. Attention

- People are greeted warmly.
- Their presence is noticed.
- Their absence is noticed.
- Their voice is invited, not just tolerated.
- Quiet people are still seen.

My score for Attention: \_\_\_ / 5

Evidence:

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### 2. Dignity

- People are corrected without humiliation.
- Disagreement does not erase respect.
- Hard conversations are handled with care.
- People are not reduced to mistakes or performance.
- Humanity is protected, even in moments of accountability.

My score for Dignity: \_\_\_ / 5

Evidence:

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### 3. Care

- People's well-being is taken seriously.
- Struggle is noticed, not ignored.
- Support is offered without shame.
- There is room for honesty.
- People do not feel disposable.

My score for Care: \_\_\_ / 5

Evidence:

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### 4. Consistency

- People are treated with humanity on good days and hard days.
- Belonging is not conditional on performance.
- Expectations are steady and fair.
- Care does not disappear under pressure.
- People can trust what kind of space this will be.

My score for Consistency: \_\_\_\_\_ / 5

Evidence:

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## Part 2: Add It Up

Attention: \_\_\_

Dignity: \_\_\_

Care: \_\_\_

Consistency: \_\_\_

**Total:**

\_\_\_ / 20

## Part 3: Read the Result

**16–20**

This space is likely communicating:

You matter here.

**11–15**

This space has strong potential, but people may experience mattering unevenly.

6–10

Some people may be functioning here without really feeling seen, valued, or held.

1–5

This space may be asking people to survive more than belong.

## Part 4: Reflection

Where is the math strongest?

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Where is the math weakest?

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Who may be experiencing this space differently than I am?

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Who is most likely to feel unseen here?

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What is one thing we do that helps people feel they matter?

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What is one thing we do that may make people feel invisible?

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## Part 5: Adjust the Equation

What can I add?

Something that helps people feel seen, respected, cared for, or consistently held.

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What can I subtract?

Something that creates invisibility, shame, fear, or disconnection.

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What can I multiply?

A small practice worth repeating.

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## What can I divide?

A burden no one should carry alone.

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## Part 6: One Next Step

This week, I will:

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Because people matter most when:

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Attention +

Dignity +

Care +

Consistency =

# Mattering

And because this is mathematics, let's make sure to show our work!