

Social Identity Wheel

The Social Identity Wheel is a tool and activity that encourages reflection and critical consideration of one's social identities in context. It raises awareness to various ways identities become visible or more keenly felt at different times, and how those identities may impact perception of self and others. In the context of coaching for inclusive leadership, the exercise is intended to sensitize clients to the diversity of identities in relationship systems, and encourage empathy as a catalyst of change, growth, or transformation.

Instructions

Write down your answers to each question so you can reference them when you meet with your coach. You **DO NOT** need to send answers to your coach.

1. Orient yourself to the Social Identify Wheel on page 2. The starting point is Ethnicity at the top of the wheel moving clockwise through Socio-Economic status, Gender, etc
2. Answer the questions in the center of the wheel. Do not over-think the response. Your first instinct is probably the truest response.
3. Answer the following questions. You may spend a bit more reflective time to get a deeper sense of the answer for each question. There are no right or wrong, or better or worse answers.
 - a. What part of your identity are you most proud?
 - b. What part of defendants' identities do you notice first?
 - c. What parts of your identity have the strongest effect on how you see yourself in your professional role?
 - d. What parts of your identity do you see having the most effect on your interactions with the justice system?
 - e. What part of defendants' identities do you see having the most effect on their interactions with the justice system?
4. Bring your answers to your first 90-minute session with your coach.

