STRIDE
Helping education move.

UNDERSTAND BEFORE YOU ACT

THE STRIDE CHECK

A practical way to find your next stride.

Explore a difficult situation, understand what's shaping it and identify where change belongs.



THE STRIDE CHECK

Understand before you act.

A practical way to examine a difficult situation, locate where change belongs and identify a useful next step.

1. **NOTICE** — What's happening?
2. **UNDERSTAND** — What's shaping your stride?
3. **LOCATE** — Where does change belong?
4. **MOVE** — What could help now?
5. **ADJUST** — What changed — and what now?

Not a score. Not a diagnosis. A way to understand before you act.

Use it on one real situation. You do not need to complete every box.

HOW TO USE THE CHECK

Start with one situation — not your whole working life.

The Check works best when something is taking more from you than it should, feels stuck, or needs a clearer next step.

1 NAME IT

Choose one specific situation or pattern.
Avoid trying to solve everything at once.

2 FOLLOW THE FLOW

Notice → Understand → Locate → Move.
Then return later to Adjust.

3 STAY CURIOUS

You are looking for a better understanding — not forcing a quick answer.

KEEP IN MIND

- You do not need every box.
- Do not assume the person experiencing the problem is responsible for solving it.
- If “I don't know” is the answer, finding the right information, support or authority can itself be the next action.

A NOTE ON WELLBEING AND PRIVACY

The STRIDE Check is a reflection tool, not a wellbeing assessment, diagnosis or substitute for professional support.

Your reflections are personal. Keep them somewhere safe and share only what you feel comfortable sharing. If using the Check with a colleague or team, respect confidentiality and ensure participation is voluntary.

If you are experiencing significant distress or concerns about your mental health, seek support from an appropriate healthcare professional or support service.

Use STRIDE with people, not on people.

1 NOTICE

What's happening?

Start with the situation, not the solution.

TRY STARTING WITH…

“I'm noticing…” **“The thing taking most from me is…”** **“The pattern seems to be…”**

Describe what is happening as concretely as you can. What are you noticing in the work, in yourself, or around you?

NOTICE before you explain. You can make sense of it on the next page.

2 UNDERSTAND

What's shaping your stride?

Look at both the conditions around the work and the resources available to sustain it.

DEMAND

What is being asked?

The demand is…

CONDITIONS

What helps or hinders?

What makes this harder/easier is…

CAPACITY

What do I realistically have available right now?

Right now I have…

MEANING

Why does this matter?

This matters because…

INFLUENCE

Can I shape what happens next?

I can / cannot influence…

CAPABILITY

Do I know how — and have what I need?

I know / need to know…

CONNECTION

Do I have the right support?

The support/connection I have/need is…

RECOVERY

Can I replenish what this requires?

What restores capacity is…

You are not looking for a score. You are looking for the pattern.

3 LOCATE

Where does change belong?

Start where the problem is — not simply where it appears.

ME

What can I change or influence?

I could…

US

What can we change together?

We could…

SYSTEM

What needs action beyond us?

Someone / something needs to…

CONSTRAINT

What cannot currently change?

I may need to navigate…

You do not need every box. More than one level may matter.

Do not assume the person experiencing the problem is automatically responsible for solving it.

4 MOVE

What could help now?

Don't search for the perfect solution. Choose the kind of response that best fits what you have understood.

Where would a useful change make the greatest difference right now?

STOP	START	CHANGE	REDUCE	PROTECT	LEARN	ASK
SHARE	DELEGATE	CONNECT	CLARIFY	CHALLENGE	ESCALATE	NAVIGATE

Choose 1–3 words that respond to what you discovered — not simply the first solution that came to mind.

POSSIBLE RESPONSE(S)

What kind of response seems to fit?

I could…

MY NEXT STRIDE

What is the smallest useful next step?

My next step is…

The Toolkit goes further: it helps you explore what these different response routes could look like in practice.

5 ADJUST

What changed — and what now?

A sustainable stride isn't found once. It is continually adjusted.

WHAT IMPROVED?

What is better, easier or clearer now?

WHAT DIDN'T?

What remains difficult or unchanged?

WHAT DID I LEARN?

What does this tell me about the situation?

DOES RESPONSIBILITY NEED TO MOVE?

Does the next action now belong somewhere else?

Keep what helps. Change what doesn't. Re-locate responsibility when needed.

YOUR STRIDE AT A GLANCE

What is your Check telling you?

Pull the thinking together before deciding what happens next.

THE MAIN THING I NOW UNDERSTAND

What is clearer than it was before?

WHERE CHANGE MOST NEEDS TO SIT

ME · US · SYSTEM · CONSTRAINT — or a combination?

MY NEXT STRIDE

What will I do, who needs to be involved, and when will I review it?

STUCK AT MOVE?

That can be useful information. Understanding the situation does not mean the right options will automatically be obvious.

FROM REFLECTION TO ACTION: THE STRIDE TOOLKIT

The STRIDE Check helps you understand where you are. The STRIDE Toolkit helps you decide what to do next.

Explore practical tools, strategies and resources designed to help people working in education turn reflection into meaningful action.

Discover the STRIDE Toolkit: stride-education.org