

# IEP SUPERPOWERS QUIZ



## Detailed Report

### Your IEP Superpower is Solutionary!

As a *Solutionary* you love to learn and share your time and talents, and one of those talents is finding solutions. It takes strong detective skills to craft a meaningful and defensible IEP. For example, you need to be able to:

- Gather relevant facts from multiple sources
- Document and organize the facts for review
- Summarize key findings
- Analyze the patterns and trends found in the data
- Draw conclusions that will lead to a meaningful and defensible IEP

As a *Solutionary*, your ability to identify the challenge, explore and learn about options, and to logically “follow the data” makes you an invaluable member of a team.

Living in a day and age when there is so much to do and so little time to do it, your willingness to take the lead in applying your detective skills helps teams make sound decisions. You can identify strengths, prioritize needs, and find patterns quickly. Your ability to thoughtfully evaluate information is also an asset when working with families and adult professionals. They know you will include everything that is relevant to make decisions based upon everyone’s priorities.

Here are your **top three strengths**, which you bring to the development of meaningful IEPs, to successful IEP meetings, and to the implementation of IEPs that help children thrive in school and in life:

1. Your natural ability to solve complex problems by sifting through all the information
2. Your ability to remain calm and collected when there is disagreement or confusion
3. Your logical approach is a perfect match for overcoming barriers

Consider your strengths as a *Solutionary*, and be mindful that your commitment to finding the facts, and your ability to remain calm, isn't perceived by others as cold or uncaring. Your commitment to thinking your way out of a situation can leave some wondering if you care more about the facts than them. Your desire to do things correctly and logically can also cause you to second-guess important findings that may seem surprising or unusual. Lastly, your natural tendency for high standards of excellence and accuracy can lead to a level of perfectionism that can sap you of time and energy for other personal or professional responsibilities.

Your challenge is to use your superpower to gather information from all team members in a way that doesn't seem like you are passing judgement, evaluating them, and/or that consumes all of your time. You also need to make sure you have all the data well in advance of when it is needed to make decisions. This allows you to feel prepared and better able to incorporate all team member priorities, concerns, and ideas. In particular, seek to use your sometimes-hidden abilities to *innovate* and be a *good listener* to minimize the potential for misunderstandings. This will set the stage for deep conversations that make all team members feel the information they have provided has been considered.

*NOTE:* If the *Solutionary* description doesn't ring quite true to you, you may be a Unifier because they're both about getting to resolution. *Unifiers* are committed to collaboration, role-release, and working from a place of strength. Alternatively, *Solutionaries* are more invested in the facts and the logical outcome, which can be the result if the right information is gathered.

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## **Your IEP Superpower is Constructivist!**

As a *Constructivist* you are all about engaging and learning by doing. This helps you when designing and delivering quality services because you are able to see the function behind the needs, and you are able to identify appropriate instructional approaches that can be easily embedded. You enjoy creating ample time and space for learning through hands-on activities and real world challenges. You come alive when you see a child experience a "light-bulb moment", and you have great insights because of your ability to thoughtfully reflect on these experiences.

As a *Constructivist* you also prefer to deal with the here and now as well as the bigger picture. You help keep others from worrying too much about questions like, "Will they be ready for Kindergarten?".

Living in a day and age when so many of us feel overtired, overworked, and/or overstressed, you can be quite animated, which keeps others smiling and alert. Your energy is also an asset when working with children and families directly. They know you will work hard to keep everyone motivated and interested, which helps to keep everyone feeling optimistic and hopeful.

Here are your **top three strengths**, which you bring to the development of meaningful IEPs, to successful IEP meetings, and to the implementation of IEPs that help children thrive in school and in life.

- Your **social spirit** helps others feel like they are part of the team and that their opinion matters
- Your **dynamic** personality helps others believe that anything is possible, even surviving one more IEP meeting
- Your love of **hands on activities** allows you to see how the IEP can come to life during everyday activities and routines

Consider your strengths, as a *Constructivist*, and be mindful that you don't come across as overly confident, particularly when working with families. You can also easily get bored and frustrated with bureaucratic requirements and any time there is a focus on compliance...you'd much rather roll up your sleeves and get to work! It's important that you slow down and allow those you serve and work with the opportunity to catch up and process information...especially when it comes to developing initial IEPs. It's also important that you give others time to talk and even dream about the future.

Your challenge is to use your superpower to not only share your unique and valuable perspective and insights, but also to be responsive to others' ideas and suggestions. In particular, use your sometimes hidden ability to be *adventurous* to challenge yourself to envision and articulate how others' perspectives can strengthen your practice and ultimately improve the IEP and outcomes for children and families.

*NOTE:* If the *Constructivist* description doesn't ring quite true to you, you may be a *Planner* because they're both about getting others together and getting things done. *Planners*, however, are more invested in getting colleagues and/or teams together to make sure all the pieces and parts are in order so critical decisions can be made. Alternatively, *Constructivists* are committed to getting people together, as quickly as possible, to put plans into action.

## Your IEP Superpower is Planner!

As a *Planner* you wonder what an IEP meeting would look like without you. You tend to be the one who schedules meetings, knows when deadlines are approaching, and seeks to ensure IEPs are aligned with district, agency, and/or state policies and standards. Because you are more task-focused, you have an eye for seeing things at-a-glance, then sorting and breaking them down into steps and action plans. You like to create strong routines and work within a sound structure.

As a *Planner*, you bring stability to any team you are on. Living in a day and age when the only constant is change, you help “ground” those around you. This stability and reliability is an asset when working with children and families directly. They know they can trust you to do what you say, to follow through, and to ensure their needs come before others.

Here are your **top three strengths**, which you bring to the development of meaningful IEPs, to successful IEP meetings, and to the implementation of IEPs that help children thrive in school and in life:

1. Your ability to **put work before play** allows you to keep going, even during “IEP Season”
2. Your preference for **structure and rules** makes you a perfect person to double check that the IEP has all the pieces and parts that are required
3. Your strong **sense of right and wrong** also makes you a strong advocate for children

Consider your strengths as a *Planner*, and be in tune with your reactions and responses, taking extra care that they don’t come across as always needing to be right or all about the rules. You also tend to prioritize the product over the process and become so task-focused that you can miss parts of the puzzle. Remember that every step is toward a whole picture. Give yourself time to see the bigger vision again, especially if you’re feeling stuck in one part. Learn to balance planning with being in the moment. Allow yourself to be open, flexible and creative if the situation calls for it. And, it’s important that you make some time in your professional and personal life for a bit of fun and not allow work to consume every waking hour.

Your challenge is to use your superpower to ensure that decisions not only follow district, agency, and/or state policies, but that they are truly meaningful for individual children as well as groups of children. In particular, seek to use your sometimes hidden need to *contribute* to encourage exploration and discussion on how best to support children/families/staff across all areas of development and learning (ie., to focus on their wholeness).

*NOTE:* If the *Planner* description doesn’t ring quite true to you, you may be a *Constructivist* because they’re both about getting the team together to get things done. *Constructivists* are committed to getting the team together, as quickly as possible, and putting the plan into action. In contrast, *Planners* are more invested in getting the team to come together to determine what is really going on and making sure all the pieces and parts are in order so that critical decisions can be made.

## Your IEP Superpower is Unifier!

As a *Unifier* you are the heart and soul of any team you are involved with. You can easily take on the perspective of others and are committed to collaboration, role-release, and working from a place of strength, whether those strengths are yours, the family's, the child's, or those of other team members and colleagues.

You care deeply about each child and family, and know that with a little creativity, you and your colleagues can find a way to meet children's needs across daily routines and activities. You enjoy being with your colleagues, and your strengths lie in your ability to unite agendas, perspectives, and priorities.

You are after all, a people person! You tend to be the one that actively seeks agreement among team members, enjoys collaborating on projects, and working cross-functionally. You help reach consensus by considering the perspectives of all team members together with the information at hand. As a *Unifier*, you enjoy working with others, finding common ground, and are at your best when you are helping others.

Living in a day and age of heightened emotions, tensions, and strong opinions, your thoughtful approach helps others take a step back and seek solutions when there are disagreements. Your harmonious tendencies are also an asset when working with children and families directly. They know they can rely upon you to understand their perspective, to consider their priorities, and to ensure decisions are made in a way that is best for their child.

Here are your **top three strengths**, which you bring to the development of meaningful IEPs, to successful IEP meetings, and to the implementation of IEPs that help children thrive in school and in life:

1. Your desire to seek **harmony** helps all team members to feel heard, respected, and confident you have the child's best interest in mind
2. Your ability to bring people **together** and to hear all sides allows you to bring conflict to a satisfactory resolution
3. Your ability to be **flexible** allows you to "go with the flow" and be receptive to new ideas, perspectives, and suggestions

Consider your strengths, as a *Unifier*, and be mindful that you don't come across as not having an opinion...because you do! In fact, you are very committed to your ideals. You can also tend to put the needs of others before your own. It's important that you seek balance (unity if you will) between your needs and the needs of those you work with as well as those you serve.

Your challenge is to use your superpower to ensure the final IEP is inclusive of all team members' perspectives including yours. In particular, seek to use your

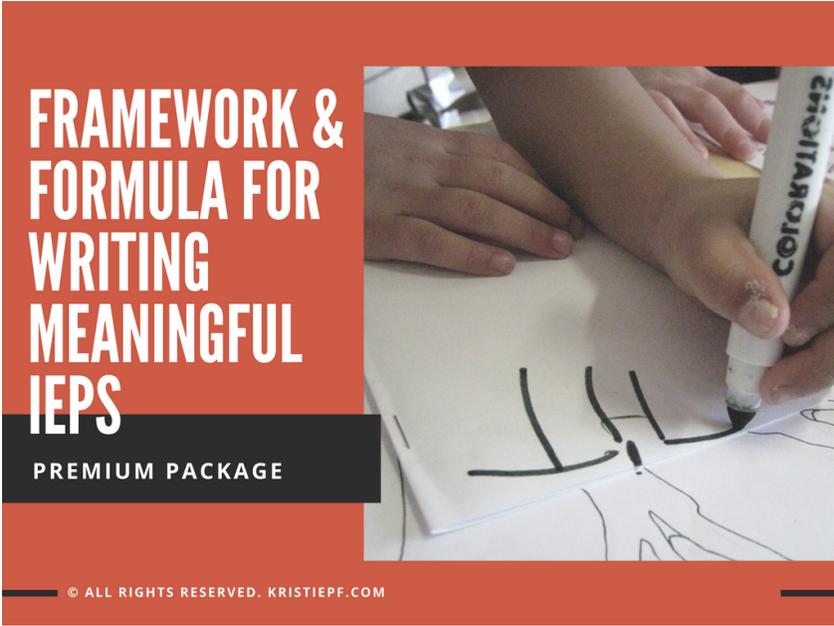
sometimes hidden need to be *creative* in order to weave in your knowledge of children's needs and strengths as well as your familiarity with best practices rather than rely on the rest of the team's thoughts and opinions alone.

*NOTE:* If the Unifier description doesn't ring quite true to you, you may be a *Solutionary* because they're both about getting to resolution. *Solutionaries* are more invested in the facts and the logical outcome, which can be the result if the right information is gathered. Alternatively, *Unifiers* are committed to collaboration, role-release, and working from a place of strength.

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FRAMEWORK &  
FORMULA FOR  
WRITING  
MEANINGFUL  
IEPS

PREMIUM PACKAGE

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The image shows a hand holding a white marker with the brand name 'CORONA' visible, writing on a white document. The document has some faint lines and text, possibly a checklist or a form. The background is a solid orange color.

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