

## StellarHE Enrolment Questions and Marking Matrix

1. **Please provide an example of your experience in leading or managing others.**  
Include examples of supervision, delegation, developing staff, or leading change and innovation. (Focus: Demonstrated Leadership Experience & Competence)
  - **Weight: 10%**
  - *Rationale:* This is foundational to assessing leadership capacity, but not the sole focus of a program.
  
2. **How have you proactively planned and taken steps towards your career development in HE?**  
Share your aspirations and the actions you've taken to progress towards them. (Focus: Intentionality, Aspiration, Drive)
  - **Weight: 20%**
  - *Rationale:* Shows initiative, future-orientation, and a desire for growth - crucial for program success and impact.
  
3. **What is your understanding of the StellarHE Leadership Programme and its aims?**  
Explain how the programme aligns with your personal and professional goals. (Focus: Understanding Program Fit, Personal Motivation, Vision)
  - **Weight: 20%**
  - *Rationale:* Crucial for ensuring the candidate genuinely understands and aligns with the program's specific ethos, rather than just applying to any leadership program. High alignment suggests higher engagement.
  
4. **How do you understand your racial identity in the context of your leadership journey?**  
Reflect on how your background has shaped your experiences and approach as a leader. (Focus: Self-Awareness, Identity Integration, Critical Reflection, Authenticity)
  - **Weight: 20%**
  - *Rationale:* This assesses critical self-reflection and the ability to articulate how racial identity informs leadership.
  
5. **How will you share your learning from the programme with others?**  
Describe how you will mentor, coach, or support other Black, Asian and ethnically diverse colleagues. (Focus: Commitment to Equity, Community Building, Multiplier Effect)
  - **Weight: 15%**
  - *Rationale:* Demonstrates a commitment to collective advancement and gives insight into their potential as a future leader and mentor/ally within the community.
  
6. **What do you hope to contribute to the StellarHE community of participants?**  
Reflect on the strengths, experiences, or perspectives you will bring to this peer-learning community. (Focus: Collaborative Spirit, Peer Contribution, Value-Add)
  - **Weight: 15%**
  - *Rationale:* Assesses their understanding of a reciprocal learning environment and their potential to lead and enrich the experience for others, vital for a "community of participants."