



# LEADERSHIP GEMSTONES

Leading with character, inspiring with purpose



MOONSTONE



EMERALD



DIAMOND



LABRADORITE



AQUAMARINE



PERIDOT



RUBY



ONYX



SAPPHIRE



FLUORITE



CITRINE

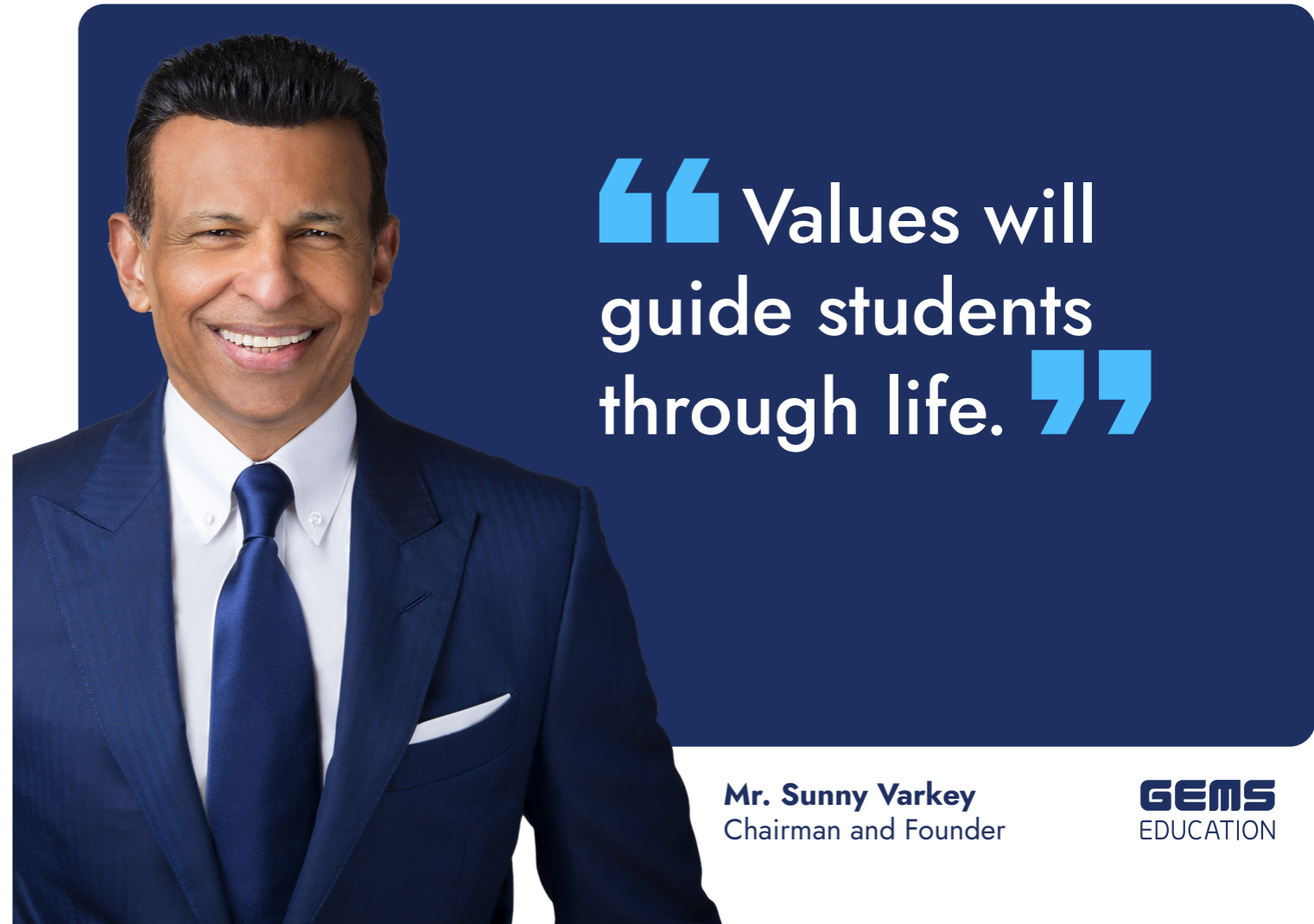


GARNET



AMETHYST

**GEMS**  
EDUCATION



“ Values will  
guide students  
through life. ”

**Mr. Sunny Varkey**  
Chairman and Founder

**GEMS**  
EDUCATION



# CONTENTS

- What are our Leadership Gemstones? ..... 6
- The 13 Leadership Gemstones and their values ..... 7
- Why are our Leadership Gemstones important? ..... 8
- The importance of this initiative ..... 9
- How will we implement our Leadership Gemstones? ..... 10
- Implementation strategies ..... 11
- Leadership Gemstones - at a glance ..... 15
- Leadership Gemstones by month ..... 16
- Example implementation ..... 20
- Leadership Gemstone global quote for the week ..... 22

## What are our Leadership Gemstones?



Leadership Gemstones represent the core values and character-building qualities that define exceptional student leaders. These gemstones are more than just symbols—they are a framework for nurturing values that inspire students to lead with integrity, compassion and purpose. By aligning with these values, students develop the essential skills to create meaningful change and foster positive relationships within their schools and communities.

## The 13 Leadership Gemstones and their values

### REFLECTION

#### MOONSTONE

Encourages deep thinking and setting meaningful goals for growth.



JAN

### COMPASSION

#### EMERALD

Inspires kindness, understanding and care toward others.



FEB

### INTEGRITY

#### DIAMOND

Emphasises honesty and staying true to one's values, even in tough situations.



MAR

### VISION

#### LABRADORITE

Promotes goal-setting and planning for future success.



APR

### ADAPTABILITY

#### AQUAMARINE

Helps students embrace change with resilience and flexibility.



MAY

### SERVICE

#### PERIDOT

Encourages generosity and prioritising the needs of others.



JUN

### EMPATHY

#### RUBY

Fosters understanding and valuing others' perspectives.



JUL

### RESILIENCE

#### ONYX

Builds strength and persistence during challenges.



AUG

### RESPECT

#### SAPPHIRE

Encourages fairness, dignity and appreciation for all.



SEP

### DIVERSITY

#### FLUORITE

Celebrates unique perspectives and fosters inclusivity.



OCT

### GRATITUDE

#### CITRINE

Promotes recognising and appreciating contributions.



NOV

### UNITY

#### GARNET

Highlights the importance of teamwork and collaboration.



DEC



### PURPOSE

#### AMETHYST

### RAMADAN

Reflect, serve and hold oneself accountable.

Each gemstone value is rooted in the belief that leadership is a journey of character development. These values provide a roadmap for students to discover their potential and grow into compassionate, forward-thinking leaders who make a difference.

## Why are our Leadership Gemstones important?



The Leadership Gemstones is integral to GEMS Education's mission of fostering well-rounded, values-driven individuals. By prioritising character and values in leadership development, this initiative ensures that students not only succeed academically but also thrive as empathetic and ethical global citizens.

## The importance of this initiative

### CHARACTER AS A FOUNDATION FOR LEADERSHIP

Strong character is the backbone of effective leadership. By internalising the Leadership Gemstones, students learn to lead with authenticity, respect and empathy, creating environments where trust and collaboration thrive.

### BUILDING EMOTIONAL AND SOCIAL INTELLIGENCE

Values like empathy, compassion and gratitude enhance students' emotional intelligence, equipping them to navigate relationships and challenges with resilience and care.

### ENCOURAGING ETHICAL DECISION-MAKING

Integrity and reflection guide students to make decisions that align with their values, fostering a sense of responsibility and accountability.

### IMPACT BEYOND THE CLASSROOM

This initiative instils lifelong values that students carry into their communities, workplaces and future leadership roles.

### COMPLEMENTING SCHOOL LEADERSHIP PROGRAMMES

By embedding values into leadership frameworks, the gemstones add depth to existing programmes, making them more impactful and holistic.

When students lead with character, they create inclusive, thriving communities where everyone has the opportunity to grow and succeed. The Leadership Gemstones provide the tools to achieve this vision, aligning with GEMS' commitment to nurturing future leaders who make a positive impact in the world.

## How will we implement our Leadership Gemstones?



The Leadership Gemstones are designed to be woven seamlessly into school culture, providing practical and engaging opportunities for students to embody these values. Schools will adopt a multi-faceted approach that integrates the gemstones into daily activities, leadership roles and broader community initiatives.

## Implementation strategies

### 1. School-Wide Focus



**Monthly Spotlight:** Each month, schools will focus on a specific gemstone value through assemblies, newsletters and displays that introduce the value and its relevance to student leadership.



**Weekly Quotes and Displays:** Inspirational quotes aligned with the monthly gemstone will be shared weekly. These quotes will be designed for display on screens, fostering a constant reminder of the value. For example, for Reflection (Moonstone), a weekly quote might be: *“Take time to think about your actions and set new goals.”*

### 2. Classroom Integration



**Lesson Alignment:** Teachers will incorporate the monthly gemstone into lessons, fostering discussions, projects and assignments that bring the value to life.



**Reflection Opportunities:** Students will engage in journalling, group discussions and mentor-led sessions to reflect on how they are practising the gemstone values in their daily lives.

### 3. Student Leadership Engagement



**Role Modelling:** Head students and other student leaders will take on initiatives that exemplify the monthly gemstone, acting as role models for their peers.



**Action Projects:** Students will lead school and community projects aligned with the gemstone values, such as organising kindness campaigns, clean-up drives, or cultural appreciation events.

#### 4. Recognition and Celebration



Schools will celebrate students who demonstrate these values through awards, certificates or shout-outs during assemblies and in newsletters.



Peer and teacher nominations will spotlight students who embody the monthly gemstone, inspiring others to follow their example.

#### 5. Ramadan Focus

For the holy month of Ramadan, an additional gemstone—Amethyst—will represent “Leading with purpose” (a value closely tied to reflection and accountability). During this special month, students will:



Reflect on their actions and how they align with their values.



Engage in mindful practices that emphasise personal growth.
















Participate in acts of service, such as community support initiatives.

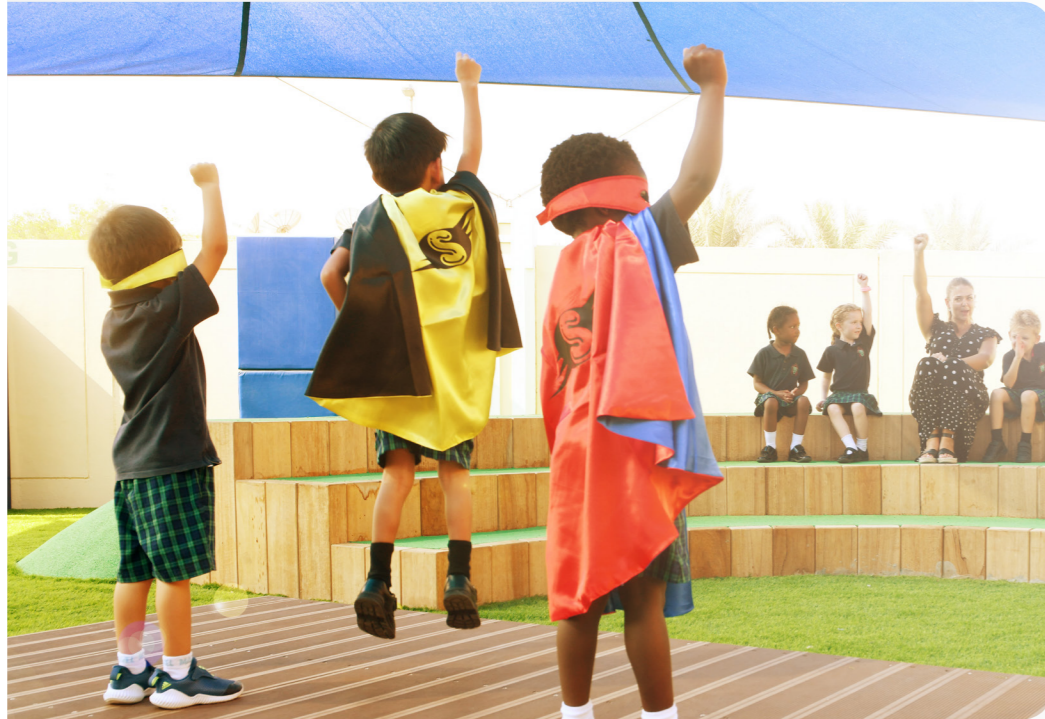








## Leadership Gemstones - at a glance





Gemstone	Leadership Value	Key Focus
 Moonstone	Reflection	Pause and set meaningful goals.
 Emerald	Compassion	Show kindness and care toward others.
 Diamond	Integrity	Stay honest and true to values.
 Labradorite	Vision	Inspire and plan for the future.
 Aquamarine	Adaptability	Stay calm and flexible during change.
 Peridot	Service	Prioritise uplifting and helping others.
 Ruby	Empathy	Understand and value others' experiences.
 Onyx	Resilience	Persist and stay strong through challenges.
 Sapphire	Respect	Treat everyone with fairness and dignity.
 Fluorite	Diversity	Celebrate differences and foster inclusion.
 Citrine	Gratitude	Appreciate and recognise contributions.
 Garnet	Unity	Build strong connections and collaboration.
 Amethyst	Purpose	Reflect, serve and hold oneself accountable.






# Leadership Gemstones by month



Each month, schools will focus on one gemstone and its associated leadership value. This structured approach allows students to immerse themselves in practising and reflecting on each quality, making the values a natural part of their leadership journey.

Month	Leadership Focus	Gemstone	Key Value	How the Gemstone Supports Leadership	Cultural or Global Alignment	Call to Action
January	Leading with Reflection	 Moonstone	Take time to think about your actions and set new goals.	Moonstone helps you see things clearly and trust your decisions.	UAE Alignment: New Year's Day (January 1) – a time to reflect on the past year and set purposeful goals.	Encourage classmates to reflect on their actions and set personal goals for the new year. Share insights to inspire others to start the year with intention.
February	Leading with Compassion	 Emerald	Be kind and understanding to others.	Emerald helps build stronger connections by showing kindness and understanding to those around you.	UAE Alignment: International Day of Human Fraternity (February 4) – a day to promote kindness and understanding.	Lead by example through acts of kindness and empathy. Support classmates who may need help and create a culture of care in your school.
March	Leading with Integrity	 Diamond	Always do the right thing, even when it's hard.	Diamonds remind you to be honest and strong in your values.	Global Alignment: International Women's Day (March 8) – a day to celebrate fairness and honesty.	Celebrate classmates who act with honesty and fairness. Encourage discussions about making good decisions and staying true to values, even when it's challenging.
April	Leading with Vision	 Labradorite	Have a clear idea of what you want to achieve.	Labradorite helps you see the future and make plans.	Global Alignment: Earth Day (April 22) – a time to think about sustainability and plan for a better future.	Encourage students to set clear goals for school projects or personal growth. Inspire others by sharing a collective vision and working together.

Month	Leadership Focus	Gemstone	Key Value	How the Gemstone Supports Leadership	Cultural or Global Alignment	Call to Action
May	Leading with Adaptability	 Aquamarine	Be flexible and open to change.	Aquamarine helps you stay calm and adjust to new situations.	Global Alignment: Mental Health Awareness Month – a time to adapt to change and care for mental well-being.	Demonstrate adaptability during changes, such as new schedules or challenges. Encourage classmates to stay calm and work through adjustments together.
June	Leading with Service	 Peridot	Help others and be generous.	Peridot symbolises generosity and encourages supporting others through acts of kindness and care.	UAE Alignment: Arafat Day (June 15) and Eid Al-Adha (June 16, subject to moon sighting) – days to think about giving and helping others.	Organise school or community service activities to help others. Highlight acts of generosity and encourage students to support one another.
July	Leading with Empathy	 Ruby	Support and understand others.	Ruby helps you connect deeply with others and recognise their needs.	UAE Alignment: Islamic New Year (July 19, subject to moon sighting) – a time to reflect on new beginnings and opportunities.	Show empathy by recognising others' emotions and supporting them. Encourage peers to share their feelings and create a safe environment for open communication.
August	Leading with Resilience	 Onyx	Stay strong and keep going, even when things are tough.	Onyx helps you build strength and face challenges with courage.	UAE Alignment: The summer months in the UAE, symbolising perseverance and strength during tough conditions.	Inspire classmates by sharing stories of overcoming challenges. Create a supportive space where resilience is encouraged and celebrated.

Month	Leadership Focus	Gemstone	Key Value	How the Gemstone Supports Leadership	Cultural or Global Alignment	Call to Action
September	Leading with Respect	 Sapphire	Value and appreciate everyone.	Sapphire promotes fairness and helps you show dignity and respect toward others.	UAE Alignment: Prophet Muhammad's Birthday (September 15, subject to moon sighting) – a time to emphasise justice and kindness.	Model respect by listening to everyone's ideas and valuing their perspectives. Encourage activities that foster inclusivity and fairness.
October	Leading with Diversity	 Fluorite	Celebrate different ideas and perspectives.	Fluorite helps you understand and appreciate the uniqueness in others.	Global Alignment: World Teachers' Day (October 5) – a day to celebrate the diverse contributions of teachers.	Organise discussions or projects that highlight the importance of diverse perspectives. Inspire peers to celebrate differences in ideas and backgrounds.
November	Leading with Gratitude	 Citrine	Be thankful and appreciate what you have.	Citrine helps you stay positive and grateful.	UAE Alignment: Commemoration Day (November 30) – a day to remember and express gratitude.	Lead by expressing gratitude to teachers, classmates and family. Encourage students to share what they are thankful for and recognise one another's contributions.
December	Leading with Unity	 Garnet	Work together and support each other.	Garnet helps you build strong connections with others.	UAE Alignment: UAE National Day celebrations (December 2) – a time to celebrate unity and togetherness.	Organise team-building activities or events to bring classmates together. Highlight the importance of collaboration and celebrate shared achievements
Ramadan	Leading with Self-Discipline	 Amethyst	Stay focused and accountable.	Amethyst promotes mindfulness and encourages self-control and discipline.	UAE Alignment: Ramadan – a time for self-reflection, discipline and generosity.	Encourage students to set personal goals for self-improvement. Organise acts of service, like kindness projects or community support initiatives, to emphasise discipline and generosity.

## Example implementation



By aligning each month's focus with practical actions, reflections and recognition, the Leadership Gemstones initiative ensures that students internalise these values and grow as ethical, compassionate leaders who leave a lasting impact in their schools and beyond.

### JANUARY LEADING WITH REFLECTION

 MOONSTONE



**KEY ACTIVITY:**

Encourage students to set personal and team goals for the year and reflect on past achievements.



**FOCUS QUESTION:**

How can I use reflection to grow as a leader?

### RAMADAN LEADING WITH PURPOSE

 AMETHYST



**KEY ACTIVITY:**

Organise reflection sessions during Ramadan focusing on personal accountability and self-discipline.



**FOCUS QUESTION:**

How can I use self-discipline to guide my leadership journey?

### JUNE LEADING WITH SERVICE

 PERIDOT



**KEY ACTIVITY:**

Organise a school-wide community service day to promote generosity and collaboration.



**FOCUS QUESTION:**

How does helping others strengthen my leadership skills?

The Leadership Gemstones initiative represents a transformative approach to student leadership, integrating values and character-building into every aspect of school culture. By adopting this framework, we empower students to develop essential leadership qualities that go beyond academic success, preparing them to be empathetic, ethical and impactful leaders in their communities and the wider world.

## Leadership Gemstone global quote for the week



This collection of 56 quotes is inspired by the 13 Leadership Gemstones values, offering weekly reflections to nurture character and inspire purposeful leadership. Each quote aligns with a core value—such as compassion, resilience, or unity—guiding students to lead with integrity, empower others, and create meaningful impact in their communities.

### JANUARY – WEEK 1 LEADING WITH REFLECTION



#### MOONSTONE:

Encourages deep thinking and setting meaningful goals for growth.

“ Take time to think about your actions and set new goals. ”

**MESSAGE:** In the journey of leadership, taking time to reflect on your actions helps you grow and stay true to your goals. It's easy to get caught up in the excitement of leading, but pausing to think allows you to reconnect with your purpose and see where you can improve. These quiet moments help you find new ideas, set meaningful goals and become a stronger leader. By practicing self-reflection, you not only grow as a leader but also inspire your peers to do the same.

**REFLECT:** How can I create time to pause and think about how I'm leading? What new goals can I set to make a positive impact on my team or community?

JANUARY – WEEK 2  
**LEADING WITH REFLECTION**



**MOONSTONE:**

Encourages deep thinking and setting meaningful goals for growth.

“ Moments of silence bring clarity and help you trust your decisions. ”

**MESSAGE:** Silence is where clarity is born. In moments of stillness, your mind can process challenges, ideas and emotions with greater depth. Leaders who embrace silence often uncover solutions and insights that get lost in the noise of constant activity.

**REFLECT:** How can I create regular moments of silence to enhance my leadership clarity? What practices can I incorporate into my daily routine to ensure I have the quiet time needed for deep reflection and thoughtful decision-making?

JANUARY – WEEK 3  
**LEADING WITH REFLECTION**



**MOONSTONE:**

Encourages deep thinking and setting meaningful goals for growth.

“ Reflecting on how others feel helps you understand your impact. ”

**MESSAGE:** Empathy in leadership is not about providing all the answers or solutions. It is about offering presence, understanding and emotional support. When we walk alongside those we lead, we validate their experiences and make them feel seen and heard. This approach builds trust, fosters psychological safety and strengthens relationships.

**REFLECT:** Am I creating a culture where people feel safe sharing their challenges? How can I be fully present to truly hear and understand the needs of those I lead?

JANUARY – WEEK 4

## LEADING WITH REFLECTION



MOONSTONE:

Encourages deep thinking and setting meaningful goals for growth.

“ Self-reflection helps you ask important questions to understand yourself better. ”

**MESSAGE:** Self-reflection is about taking a moment to look within and uncover what truly drives you as a leader. It's not always easy—it means facing uncomfortable truths and asking tough questions about your actions, motivations and decisions. But it's through this process that you grow, learn and develop the skills to lead with authenticity and purpose.

**REFLECT:** What questions am I afraid to ask myself and how could answering them help me become a better leader? What simple habits can I adopt to make self-reflection a regular part of my leadership journey?

FEBRUARY – WEEK 5

## LEADING WITH COMPASSION



EMERALD

Inspires kindness, understanding and care toward others.

“ See the person, not just the problem. ”

**MESSAGE:** Behind every challenge is a person with their own story, struggles and strengths. When you focus on understanding the person rather than just fixing the problem, you build trust, empathy and stronger relationships. This mindset creates a positive and collaborative environment where everyone feels valued and respected. Great leaders don't just solve problems—they connect with people, empowering them to overcome challenges together.

**REFLECT:** How can I better understand the people I'm leading or working with? What steps can I take to show empathy and create a team where everyone feels heard and appreciated?

FEBRUARY – WEEK 6

## LEADING WITH COMPASSION



EMERALD

Inspires kindness, understanding and care toward others.

“ Look beyond the surface to recognise silent struggles and extend your support with empathy and care. ”

**MESSAGE:** Silence is where clarity is born. In moments of stillness, your mind can process challenges, ideas and emotions with greater depth. Leaders who embrace silence often uncover solutions and insights that get lost in the noise of constant activity.

**REFLECT:** How can I create regular moments of silence to enhance my leadership clarity? What practices can I incorporate into my daily routine to ensure I have the quiet time needed for deep reflection and thoughtful decision-making?

FEBRUARY – WEEK 7

## LEADING WITH COMPASSION



EMERALD

Inspires kindness, understanding and care toward others.

“ Listening is just as important as speaking. ”

**MESSAGE:** Listening deeply allows others to feel seen and heard. When we truly listen, we validate the experiences and emotions of those around us, fostering a sense of belonging and trust. Deep listening is an act of empathy that goes beyond hearing words; it involves understanding the underlying feelings and perspectives. By creating a safe space for open and honest communication, we empower others to share their struggles and insights without fear of judgment.

**REFLECT:** How can I improve my listening skills?

FEBRUARY – WEEK 8

## LEADING WITH COMPASSION



EMERALD

Inspires kindness, understanding and care toward others.

“Compassion builds trust and resilience.”

**MESSAGE:** Compassionate leaders build trust, strengthen friendships and create a sense of belonging within their groups. Showing kindness and understanding, even during tough times, takes courage but has a lasting impact. When compassion is at the heart of your leadership, it not only helps others feel valued and supported but also inspires them to do their best. Compassion creates a ripple effect, encouraging others to show care and understanding in return, which strengthens the entire group.

**REFLECT:** How can I make compassion a key part of how I lead others or classmates? What simple acts of kindness can I show in my daily interactions? How can I encourage my group to treat each other with care and understanding?

MARCH – WEEK 9

## LEADING WITH INTEGRITY



DIAMOND

Emphasises honesty and staying true to one's values, even in tough situations.

“Your choices show who you are, especially when you pick what's right over what's easy.”

**MESSAGE:** Choosing to do what's right, even when it's hard, shows that you are strong and trustworthy. It helps others respect and follow you. Making good choices can inspire your friends to do the same.

**REFLECT:** When have I chosen the harder but right path and how did it make me feel? How can I make sure my decisions are fair and honest? How can I help others make good choices too?

MARCH – WEEK 10

## LEADING WITH INTEGRITY



DIAMOND

Emphasises honesty and staying true to one's values, even in tough situations.

“ Being true to your values means not just saying what you believe, but showing it in what you do. ”

**MESSAGE:** Your actions say more about your values than your words ever could. When you live in a way that reflects what you believe, others are more likely to trust and respect you. This creates a space where everyone feels included and safe to be themselves. Being consistent in your actions and words helps build stronger connections and encourages others to do the same.

**REFLECT:** Do my actions reflect what I truly believe? How can I show others that I mean what I say? How can I be honest and authentic in everything I do?

MARCH – WEEK 11

## LEADING WITH INTEGRITY



DIAMOND

Emphasises honesty and staying true to one's values, even in tough situations.

“ Doing the right thing matters, even when no one is watching. ”

**MESSAGE:** Being honest and doing the right thing, even when no one is looking, shows true leadership. It helps others trust and look up to you.

**REFLECT:** How do I act when no one is watching? How can I make sure my choices are always fair? How can I inspire others to do the right thing?

MARCH – WEEK 12

## LEADING WITH INTEGRITY



DIAMOND

Emphasises honesty and staying true to one's values, even in tough situations.

“ Keeping your promises is the foundation of trust and integrity. ”

**MESSAGE:** When you follow through on what you say, it shows you are reliable and trustworthy. This builds stronger relationships and creates an environment where others feel they can depend on you. Leading with integrity means being true to your word, even when it's challenging and showing others that they can count on you.

**REFLECT:** How do I ensure I keep my promises? What steps can I take to show others I am dependable? How does keeping my word contribute to building trust and integrity in my relationships?

MARCH – WEEK 13

## LEADING WITH INTEGRITY



DIAMOND

Emphasises honesty and staying true to one's values, even in tough situations.

“ Being true to yourself builds trust and earns respect. ”

**MESSAGE:** When you are honest and consistent in how you act, no matter the situation, people trust and respect you more. Staying authentic shows that you value integrity and that others can rely on you. Being yourself inspires confidence and creates a positive environment where people feel safe to be authentic too.

**REFLECT:** How can I stay true to myself in every situation? What actions can I take to show others I am honest and dependable in all I do? How does being authentic strengthen the trust others have in me?

APRIL – WEEK 14

## LEADING WITH VISION



LABRADORITE

Promotes goal-setting and planning for future success.

“ Leaders see the future and inspire others to build it together. ”

**MESSAGE:** Leaders dream big and help others see how they can work together to make those dreams come true. Sharing your ideas with excitement can inspire your friends to join in.

**REFLECT:** What is my big idea for my school or team? How can I explain it to get others excited? What steps can I take to make it happen?

APRIL – WEEK 15

## LEADING WITH VISION



LABRADORITE

Promotes goal-setting and planning for future success.

“ A leader transforms challenges into opportunities for growth and success. ”

**MESSAGE:** Being a leader means helping your friends and team see challenges as chances to learn and grow. When you guide them through hard times, you make everyone stronger and more creative.

**REFLECT:** How can I help my team see challenges as opportunities? How can I support others in overcoming tough situations?

APRIL – WEEK 16

## LEADING WITH VISION



LABRADORITE

Promotes goal-setting and planning for future success.

“ Listening to different voices helps you discover new ideas. ”

**MESSAGE:** When you listen to people with different ideas and experiences, you learn new ways to solve problems and work together. This helps everyone feel important and included.

**REFLECT:** How can I make sure I listen to and value everyone’s ideas? How can I create an environment where others feel safe to share their thoughts?

APRIL – WEEK 17

## LEADING WITH VISION



LABRADORITE

Promotes goal-setting and planning for future success.

“ Your daily actions shape the future you imagine. ”

**MESSAGE:** Every small action you take shapes the kind of leader you become. Being consistent in how you treat others and solve problems helps build trust and create a positive environment.

**REFLECT:** Are my daily habits helping me become the leader I want to be? What small changes can I make to create a better future for my team and myself?

MAY – WEEK 18

## LEADING WITH ADAPTABILITY



AQUAMARINE

Helps students embrace change with resilience and flexibility.

“ Leading through change means staying flexible while holding onto your values. ”

**MESSAGE:** Leadership is about navigating change with an open mind and staying grounded in what you believe. Change brings challenges, but it also creates opportunities to grow and find new solutions. By remaining steady in your values, you can inspire others to face change with confidence and a positive outlook.

**REFLECT:** How can I approach change while staying true to my values? What steps can I take to remain flexible when faced with challenges? How can I encourage my team to embrace change as a chance for growth?

MAY – WEEK 19

## LEADING WITH ADAPTABILITY



AQUAMARINE

Helps students embrace change with resilience and flexibility.

“ Sometimes you need to let go of old ways to make room for something better. ”

**MESSAGE:** Sometimes you need to stop doing things that no longer work to make room for better ideas and opportunities. Letting go helps you and your team improve and grow.

**REFLECT:** What habits or ideas can I let go of to grow as a leader? How can I embrace new opportunities and changes?

MAY – WEEK 20

## LEADING WITH ADAPTABILITY



AQUAMARINE

Helps students embrace change with resilience and flexibility.

“Listening to feedback helps you learn;  
using it helps you improve.”

**MESSAGE:** Feedback is important because it helps you learn and get better. When you listen to advice and make changes, it shows that you want to grow and improve.

**REFLECT:** How can I make sure I listen carefully to feedback from others and teachers? What steps can I take to act on feedback and show I'm learning?

MAY – WEEK 21

## LEADING WITH ADAPTABILITY



AQUAMARINE

Helps students embrace change with resilience and flexibility.

“Being flexible in how you solve  
problems makes you stronger.”

**MESSAGE:** Leaders who are open to new ways of doing things can help their team grow. Sticking to just one way of thinking can stop progress.

**REFLECT:** How can I try new methods while staying true to my goals? What new ideas could help me and my team solve problems better?

JUNE – WEEK 22

## LEADING WITH SERVICE



PERIDOT

Encourages generosity and prioritising the needs of others.

“ Leaders help others grow and reach their potential. ”

**MESSAGE:** Leadership is about helping your friends and team reach their goals. When you support others and help them grow, you leave a lasting impact.

**REFLECT:** How can I focus on helping others grow and improve? What steps can I take to support my classmates or team in becoming their best selves? How can I inspire others to believe in their potential?

JUNE – WEEK 23

## LEADING WITH SERVICE



PERIDOT

Encourages generosity and prioritising the needs of others.

“ Listening with care helps you find the best way to serve others. ”

**MESSAGE:** Leadership through service starts with listening to others. By understanding their needs, challenges and ideas, you can offer the right support to help them grow and succeed. Listening is a powerful way to show respect and make others feel valued, creating a team environment where everyone thrives and works together toward shared goals.

**REFLECT:** How can I listen better to understand and serve others? What steps can I take to show that I value their ideas and support their needs?

JUNE – WEEK 24

## LEADING WITH SERVICE



Encourages generosity and prioritising the needs of others.

“ The best thing you can do is believe in someone who’s doubting themselves. ”

**MESSAGE:** A great leader shows belief in others, especially when they are unsure of themselves. Your encouragement can help them feel stronger and more confident to overcome challenges.

**REFLECT:** How can I show others I believe in them when they’re feeling down? What can I do to encourage and support them when they need it most?

JUNE – WEEK 25

## LEADING WITH SERVICE



Encourages generosity and prioritising the needs of others.

“ Leadership is about helping others grow, not just yourself. ”

**MESSAGE:** Leadership through service starts with listening to others. By understanding their needs, challenges and ideas, you can offer the right support to help them grow and succeed. Listening is a powerful way to show respect and make others feel valued, creating a team environment where everyone thrives and works together toward shared goals.

**REFLECT:** How can I listen better to understand and serve others? What steps can I take to show that I value their ideas and support their needs?

JUNE – WEEK 26  
**LEADING WITH SERVICE**



PERIDOT

Encourages generosity and prioritising the needs of others.

“ Ask, ‘How can I help?’ to show you care and make a difference. ”

**MESSAGE:** Being a leader means looking for ways to support others. When you ask how you can help, it shows you care and are willing to work as a team. Listening to what people need and helping them feel confident makes everyone stronger and more successful together.

**REFLECT:** How can I make sure I ask others how I can help them? What can I do to support my friends and team? How can I create an environment where we all work together and feel supported?

JULY – WEEK 27  
**LEADING WITH EMPATHY**



RUBY

Fosters understanding and valuing others' perspectives.

“ Helping others take charge shows you trust them. ”

**MESSAGE:** Trusting others to take on responsibilities helps them grow and feel confident in their abilities. When you give others a chance to lead and contribute, it strengthens the whole team and encourages creativity and collaboration. By showing you believe in their potential, you inspire them to do their best.

**REFLECT:** How can I give others opportunities to lead and share their ideas? What steps can I take to show that I trust and believe in their abilities? How can this help my team grow stronger together?

JULY – WEEK 28

## LEADING WITH EMPATHY



RUBY

Fosters understanding and valuing others' perspectives.

“ You become stronger when you help others feel confident and strong. ”

**MESSAGE:** When you help others feel confident and capable, you build a stronger and more supportive team. By lifting others up, you create an environment where everyone can succeed together.

**REFLECT:** How can I support my friends and classmates to feel more confident? What small actions can I take to help others feel strong and capable?

JULY – WEEK 29

## LEADING WITH EMPATHY



RUBY

Fosters understanding and valuing others' perspectives.

“ Asking questions helps others think and find their own solutions. ”

**MESSAGE:** You don't need to have all the answers to be a leader. By asking thoughtful questions, you can help your friends and classmates think through challenges and come up with their own ideas. This not only encourages creativity but also helps everyone learn and grow together.

**REFLECT:** How can I ask better questions to help my friends and classmates solve problems? What can I do to make sure new ideas and curiosity are encouraged in my group?

JULY – WEEK 30

## LEADING WITH EMPATHY



RUBY

Fosters understanding and valuing others' perspectives.

“ Encouraging others to lead brings out the best in everyone. ”

**MESSAGE:** Encouraging others to take the lead shows that you believe in their abilities and ideas. When you give your teammates opportunities to lead, you help them grow in confidence and skills. This not only strengthens the team but also builds trust and respect among everyone.

**REFLECT:** How can I give my friends or teammates chances to lead? What actions can I take to show I trust their abilities? How does encouraging others to lead make our team stronger?

AUGUST – WEEK 31

## LEADING WITH RESILIENCE



ONYX

Promotes goal-setting and planning for future success.

“ Bravery means taking action, even when you feel scared. ”

**MESSAGE:** Resilience is about finding the strength to keep going, even when things feel tough or uncertain. Being brave doesn't mean you're never afraid—it means you don't let fear stop you. When you face challenges head-on, you set an example for others, showing them they can be strong too.

**REFLECT:** How can I take small steps to face my fears? What can I do to encourage my friends or classmates to keep going when they feel unsure? How does showing bravery help me and others grow stronger?

AUGUST – WEEK 32

## LEADING WITH RESILIENCE



ONYX

Promotes goal-setting and planning for future success.

“ Resilience grows in small moments  
when no one is watching. ”

**MESSAGE:** Resilience means sticking with things, even when it's hard and no one notices. Your quiet strength inspires others.

**REFLECT:** How can I show persistence every day? How can my actions teach others that strength comes from staying committed?

AUGUST – WEEK 33

## LEADING WITH RESILIENCE



ONYX

Promotes goal-setting and planning for future success.

“ Being yourself as a leader inspires  
others to do the same. ”

**MESSAGE:** Staying true to who you are as a leader takes courage, especially when it feels easier to follow others. Being authentic means showing your real self—your strengths, ideas and even your challenges. When you lead with honesty, you build trust and encourage others to feel confident being themselves too.

**REFLECT:** How can I lead in a way that shows my true self? What steps can I take to be open and honest with my friends or team? How does being authentic help me inspire others?

AUGUST – WEEK 34

## LEADING WITH RESILIENCE



ONYX

Promotes goal-setting and planning for future success.

“ Guiding others through challenges helps the team grow stronger together. ”

**MESSAGE:** Leading with resilience means staying steady and supportive during tough times. When challenges arise, showing strength and offering guidance helps your team stay focused and determined. Resilience is not just about getting through difficulties—it’s about growing together and learning from them. By leading with resilience, you inspire others to stay strong and keep moving forward.

**REFLECT:** How can I stay resilient and guide others when things are difficult? What can I do to help my team stay positive and focused during challenges? How can I encourage my friends or classmates to learn and grow through tough times?

SEPTEMBER – WEEK 35

## LEADING WITH RESPECT



SAPPHIRE

Encourages fairness, dignity and appreciation for all.

“ Respect is shown by how you treat everyone, no matter who they are. ”

**MESSAGE:** True respect means being kind to everyone, not just people who can help you. Treating everyone fairly earns trust and creates a positive environment.

**REFLECT:** How can I treat everyone with kindness and fairness? How can I show empathy and understanding in my daily actions?

SEPTEMBER – WEEK 36  
**LEADING WITH RESPECT**



**SAPPHIRE**

Encourages fairness, dignity and appreciation for all.

“ Respect yourself so others  
can respect you too. ”

**MESSAGE:** Self-respect means valuing your own beliefs and actions. When you respect yourself, others will treat you with the same kindness and understanding.

**REFLECT:** How can I show self-respect every day? How can I inspire others to act with kindness and integrity?

SEPTEMBER – WEEK 37  
**LEADING WITH RESPECT**



**SAPPHIRE**

Encourages fairness, dignity and appreciation for all.

“ Your true character shows in how you  
treat people when no one is looking. ”

**MESSAGE:** Being kind and fair all the time, even when no one is watching, shows what kind of leader you are. This builds trust and respect.

**REFLECT:** How can I make sure my actions always match my values? How can I treat others with kindness every day?

SEPTEMBER – WEEK 38  
**LEADING WITH RESPECT**



**SAPPHIRE**

Encourages fairness, dignity and appreciation for all.

“ The way you listen to others shows how much they can trust you. ”

**MESSAGE:** Listening carefully to others and valuing their ideas builds trust and encourages teamwork.

**REFLECT:** How can I show others that I value their opinions? How can I make sure everyone feels heard and appreciated?

SEPTEMBER – WEEK 39  
**LEADING WITH RESPECT**



**SAPPHIRE**

Encourages fairness, dignity and appreciation for all.

“ Leaders create spaces where everyone feels safe to be themselves. ”

**MESSAGE:** When people feel valued and accepted, they are more confident to share their ideas and work together. A leader's role is to create an environment where everyone feels included and supported. This helps the group grow stronger and achieve more together.

**REFLECT:** How can I ensure everyone feels comfortable and free to be themselves? What steps can I take to create a positive and inclusive group?

OCTOBER – WEEK 40  
**LEADING WITH DIVERSITY**



**FLUORITE**

Celebrates unique perspectives and fosters inclusivity.

“ Leadership means making sure every voice is heard and valued. ”

**MESSAGE:** Leading with diversity means appreciating different perspectives and ensuring everyone’s input is valued. When you include and respect everyone’s ideas, you create a sense of fairness and build trust. This strengthens teamwork and helps the group achieve success together.

**REFLECT:** How can I make sure everyone feels included in our success? What can I do to show my team that their ideas and contributions matter?

OCTOBER – WEEK 41  
**LEADING WITH DIVERSITY**



**FLUORITE**

Celebrates unique perspectives and fosters inclusivity.

“ New ideas come from listening to different perspectives. ”

**MESSAGE:** Creativity grows when everyone shares their unique ideas. By encouraging everyone to contribute, you open the door to great solutions.

**REFLECT:** How can I make sure others feel confident to share their ideas? How can I show that all opinions matter?

OCTOBER – WEEK 42  
**LEADING WITH DIVERSITY**



**FLUORITE**

Celebrates unique perspectives and fosters inclusivity.

“ Our team works better when everyone’s ideas are heard and appreciated. ”

**MESSAGE:** Leading with diversity means recognising that everyone brings something unique to the table. When you value different ideas and perspectives, you create a team that is more creative and innovative. By including and respecting everyone, you help build a group where people feel valued, accepted and motivated to work together.

**REFLECT:** How can I celebrate the unique strengths and ideas of others? What can I do to ensure everyone feels included and respected in my group? How can I show that diversity makes us stronger?

OCTOBER – WEEK 43  
**LEADING WITH DIVERSITY**



**FLUORITE**

Celebrates unique perspectives and fosters inclusivity.

“ Leadership means helping others step up and lead too. ”

**MESSAGE:** Leading with diversity means helping everyone feel included and valued. When you encourage your friends to lead, you show that their ideas matter. Giving others a chance to lead helps the whole team grow and succeed together.

**REFLECT:** How can I help my friends feel confident about leading? What can I do to show everyone their ideas are important?

NOVEMBER – WEEK 44

## LEADING WITH GRATITUDE



CITRINE

Promotes recognising and appreciating contributions.

“ Saying thank you connects you to others. ”

**MESSAGE:** Taking a moment to say thank you shows people you notice and appreciate their efforts. Gratitude helps build friendships and teamwork.

**REFLECT:** Are there things others do that I forget to say thank you for? How can I make saying thank you a habit?

NOVEMBER – WEEK 45

## LEADING WITH GRATITUDE



CITRINE

Promotes recognising and appreciating contributions.

“ Gratitude helps people feel seen and valued. ”

**MESSAGE:** When you show appreciation, it reminds your friends and team that their efforts matter. Saying thank you often makes people feel included and motivates them to do their best. Gratitude creates a positive and supportive environment where everyone feels they belong.

**REFLECT:** How can I say thank you more often to show others they matter? What can I do to make gratitude part of my daily routine?

NOVEMBER – WEEK 46

## LEADING WITH GRATITUDE



CITRINE

Promotes recognising and appreciating contributions.

“ Gratitude turns small actions into meaningful connections. ”

**MESSAGE:** Gratitude is about more than saying thank you—it’s about noticing and appreciating what others bring to the team. When you recognise someone’s efforts, no matter how small, it makes them feel valued and important. This helps create a group where everyone feels connected and motivated to do their best.

**REFLECT:** How can I show others I value their contributions? What simple ways can I make gratitude part of my daily interactions with my friends and team

NOVEMBER – WEEK 47

## LEADING WITH GRATITUDE



CITRINE

Promotes recognising and appreciating contributions.

“ Noticing someone’s effort inspires them to keep giving their best. ”

**MESSAGE:** Saying thank you for someone’s hard work shows you care. It makes them feel proud and encourages them to keep going.

**REFLECT:** How can I show others that their efforts matter? How can I make saying thank you a regular part of my day?

DECEMBER – WEEK 48  
**LEADING WITH UNITY**



**GARNET**

Highlights the importance of teamwork and collaboration.

“ When we respect and trust each other,  
we work better as a team. ”

**MESSAGE:** Leading with unity means bringing people together to work as a team. When you show respect and trust to everyone, you help create a group where everyone feels included and supported. This makes it easier to share ideas, solve problems and succeed together.

**REFLECT:** How can I bring my team or classmates closer together? What can I do to make sure everyone feels valued and included in what we do?

DECEMBER – WEEK 49  
**LEADING WITH UNITY**



**GARNET**

Highlights the importance of teamwork and collaboration.

“ A team succeeds when everyone  
feels they belong and matter. ”

**MESSAGE:** Leading with unity means making sure everyone feels valued and included. When team members feel like they belong, they are more willing to support each other and work together. As a leader, you can help create an environment where everyone feels important and connected.

**REFLECT:** How can I help others feel like they belong in the team? What can I do to make sure everyone knows their role is valuable?

DECEMBER – WEEK 50  
**LEADING WITH UNITY**



**GARNET**

Highlights the importance of teamwork and collaboration.

“ Teams work best when friendships and trust are at the centre. ”

**MESSAGE:** Leading with unity means creating a team where trust and friendship bring everyone together. When you build strong connections with your teammates, it helps everyone feel valued and supported. A leader who cares about their team creates a positive and successful group.

**REFLECT:** How can I build stronger friendships with my team? What can I do to show my classmates that I care about them?

DECEMBER – WEEK 51  
**LEADING WITH UNITY**



**GARNET**

Highlights the importance of teamwork and collaboration.

“ Friendships are built by showing up for each other, no matter what. ”

**MESSAGE:** True connections happen when you support and care for others, especially during tough times. Being there for your friends and showing kindness helps build trust and creates a strong team where everyone feels valued.

**REFLECT:** How can I show up for my friends and teammates when they need me? What small actions can I take to make others feel supported and included?

DECEMBER – WEEK 52  
**LEADING WITH UNITY**



**GARNET**

Highlights the importance of teamwork and collaboration.

“ Working together makes every new beginning easier. ”

**MESSAGE:** Leading with unity means helping your team navigate changes as a group. When one chapter ends, it's an opportunity for everyone to come together, support each other and embrace what's next. By staying connected and working as a team, you can turn every change into a chance for growth and success.

**REFLECT:** How can I bring my team together to handle change? What can I do to make sure everyone feels supported during new beginnings?

RAMADAN – WEEK 1  
**LEADING WITH PURPOSE**



**AMETHYST**

Reflect, serve and hold oneself accountable.

“ Purpose gives meaning to the smallest of actions. ”

**MESSAGE:** Ramadan reminds us that even the simplest actions can have great significance when done with purpose. Leaders inspire others by showing how every contribution matters.

**REFLECT:** How can I make sure my daily actions align with my goals? How can I help others see the value in their efforts?

RAMADAN – WEEK 2  
**LEADING WITH PURPOSE**



AMETHYST

Reflect, serve and hold oneself accountable.

“ A leader’s purpose is to light  
the path for others. ”

**MESSAGE:** Leadership is about guiding others towards a shared goal. Ramadan teaches us to think about the greater good and lead with a vision that benefits everyone.

**REFLECT:** How can I help my team or classmates work towards a shared purpose? What steps can I take to guide others in meaningful ways?

RAMADAN – WEEK 3  
**LEADING WITH PURPOSE**



AMETHYST

Reflect, serve and hold oneself accountable.

“ True purpose is discovered in  
service to others. ”

**MESSAGE:** Ramadan is a time for generosity and care. Leaders who serve others with sincerity and purpose create lasting impact and build trust.

**REFLECT:** How can I prioritise helping others as a leader? What small acts of service can I do to inspire those around me?





# LEADERSHIP GEMSTONES

Leading with character, inspiring with purpose



MOONSTONE



EMERALD



DIAMOND



LABRADORITE



AQUAMARINE



PERIDOT



RUBY



ONYX



SAPPHIRE



FLUORITE



CITRINE



GARNET



AMETHYST