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Date:

Initials:

Leadership Expectations Self-assessment

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| Competency | Sub-competency | | | Self-assessment | | | |
| 1. This is a **PRIORITY** for my professional development. 2. My leadership reflects **SOME** of this practice. 3. My leadership reflects **MOST** of this practice. 4. This is a **KEY STRENGTH** of my leadership. | | | |
| Vision, Culture & Engagement | ***VCE1-Understand the bigger picture and set the vision within the working context.***  I convey a 'compelling vision of the future', communicate it clearly, implement it effectively and monitor and review it critically. | | | 1 | 2 | 3 | 4 |
| ***VCE2-Establish and sustain a positive culture and work environment aligned with the vision.***  I proactively develop and sustain a ‘way of doing things’ by creating shared rituals, routines, systems, structures and stories | | | 1 | 2 | 3 | 4 |
| ***VCE3-Model the highest expectations and professionalism.***  I demonstrate strong levels of self-regulation and can control both my emotions and behaviours effectively. | | | 1 | 2 | 3 | 4 |
| People | ***P1-Understand the proficiency of the team and continuously develop individuals.***  I successfully identify the needs of individuals and teams, provide high quality professional development opportunities, manage the transfer of training, and monitor its impact. | | | 1 | 2 | 3 | 4 |
| ***P2-Recognise excellent work and praise good performance.***  I maintain strong relationships by making regular 'deposits' which in turn contributes to the development of employee motivation, belonging and discretionary effort. | | | 1 | 2 | 3 | 4 |
| ***P3-Challenge and support under performance effectively and confidently.***  I take a positive approach to line management, taking early action, striving to understand differences in understanding and professionally seeking support and resolutions. | | | 1 | 2 | 3 | 4 |
| Leading in the specialism | ***LS1-Develop skills and knowledge to further expertise within the specialism***.  I critically engage with research and evidence, maintaining a healthy Personal Learning Network (PLN) that is broad yet balanced which positively affects my thinking and decision-making. | | | 1 | 2 | 3 | 4 |
| ***LS2-Lead through others.***  I proactively build capacity in others by gradually releasing responsibility to provide experience and develop skills whilst always maintaining supervision and access to support. | | | 1 | 2 | 3 | 4 |
| ***LS3-Consistently deliver successful outcomes.***  I develop effective systems, process and habits which remove inconsistency and provide clear models of effective practice for others. | | | 1 | 2 | 3 | 4 |
| Leading continuous improvement | ***LCI1-Understand the present through effective review and evaluation of data.***  I am confident in the analysis of data and the stages of collection, cleaning, analysis, interpretation and visualisation. | | | 1 | 2 | 3 | 4 |
| ***LCI2-Plan and implement change strategically.***  I use a recognised, evidence-based process for change management and implementation which recognises the importance of exploring, planning, delivering, and sustaining. | | | 1 | 2 | 3 | 4 |
| ***LCI3-Analyse impact.***  I proactively seek to understand the role of interventions and activities on outcomes and understand the role of biases, validity, and reliability. | | | 1 | 2 | 3 | 4 |
| Resources | ***R1-Make strategic use of resources.***  I can effectively manage my time through planning and prioritisation as well as manage the financial and logistical elements of a project’s lifecycle. | | | 1 | 2 | 3 | 4 |
| ***R2-Analyse and minimise risk.***  I minimise risk by moving through the stages of identify, assess, evaluate, mitigate and monitor and utilise techniques such as forecasting, scenario thinking and contingency planning. | | | 1 | 2 | 3 | 4 |
| ***R3-Exercise informed decision-making.***  I systematically base my decisions on reasoning that flows from the incorporation of all available data and additional perspectives to evaluation and decisive choices. | | | 1 | 2 | 3 | 4 |
| Outward facing | ***OF1-Commitment to professional knowledge, learning and development outside of the specialism.***  I reflect in and on the action to identify areas of strength and development and gain additional perspectives by maintaining a learning network that stretches into other domains and contexts. | | | 1 | 2 | 3 | 4 |
| ***OF2-Partnership, networking, and collaboration.***  I build, maintain, and evaluate formal partnerships as well as more informal networks to increase the sharing of expertise, generate innovation and create collaborative opportunities. | | | 1 | 2 | 3 | 4 |
| ***OF3-Positively representing the Trust.***  Externally I ensure that my beliefs, attitude, and behaviours are a direct reflection of the culture of the trust and demonstrate clear alignment with its values and expectations. | | | 1 | 2 | 3 | 4 |
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| Strengths |  | Development Priority |  | | | | |
| Action Step(s)  *What will you do next?* |  | | | | |