



Leadership Development Framework

Feedback from staff, peers, supervisor

Name of person being assessed:

Name of person completing form:

The person being assessed is my: *(circle one)*

Manager Peer Team member
Other:

Instructions

Please read through each of the leadership behavioural descriptors below. Consider each behaviour and tick the option that best describes your thoughts for the person to be more effective in their role. The opinions you provide will be used as a basis for discussion about their on-going development.

To be more effective in their role, it would be helpful for them to focus on this behaviour: <i>(select one)</i>	A lot less	A little less	Same as now	A little more	A lot more	Don't know
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Domain One: Develop and lead self

Actively seeks personal and spiritual growth

• Demonstrates commitment to personal and spiritual learning and development						
• Recognises and builds on own strengths						
• Actively seeks and acts on feedback						

Demonstrates self-awareness and self-management

• Recognises and questions their own assumptions, attitudes and beliefs						
• Open to others' views and ideas and avoids premature judgments						
• Recognises own emotions and regulates own behaviour						

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Models Christ-like and Christ-centred behaviours and values

<ul style="list-style-type: none"> Inspires others through personal modelling of Christian behaviours and values 						
<ul style="list-style-type: none"> Demonstrates consistency between words and actions 						
<ul style="list-style-type: none"> Actively engages in reflective practice 						

Takes responsibility for own actions and behaviour

<ul style="list-style-type: none"> Evaluates own performance in relation to organisational goals 						
<ul style="list-style-type: none"> Shapes outcomes and performance with service to others in mind 						
<ul style="list-style-type: none"> Exhibits perseverance and resilience in working towards agreed goals 						

Domain Two: Build relationships and engage others

Encourages spiritual and personal development of others

<ul style="list-style-type: none"> Challenges and supports others to set and achieve their personal and spiritual goals 						
<ul style="list-style-type: none"> Fosters collaborative growth and mutual learning of all participants 						
<ul style="list-style-type: none"> Assists others to develop their own capacity 						

Facilitates the development of strong relationships

<ul style="list-style-type: none"> Develops team capacity to self-regulate behaviour to achieve outcomes 						
<ul style="list-style-type: none"> Helps team members actively engage with each other 						
<ul style="list-style-type: none"> Identifies and works through with others: conflicts, issues and challenges impacting on relationships 						

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Domain Two: Build relationships and engage others

Promotes a culture where people feel invited to contribute

• Recognises and constructively challenges organisational cultural norms						
• Facilitates people willingly contributing towards desired outcomes						
• Encourages others to keep an open mind when considering different viewpoints						

Harnesses talent and diversity and achieves high participation

• Recognises, acknowledges and values diversity						
• Achieves creative synergies through harnessing different perspectives						
• Identifies and encourages the contribution of individuals to achieve desired outcomes						

Domain Three: Partner and collaborate

Purposefully builds partnerships and networks

• Exhibits the courage to operate beyond formal boundaries						
• Looks for and acts on opportunities for building partnerships and networks						
• Finds common ground with others in working through difficult challenges and conflict						

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Domain Three: Partner and collaborate

Employs a collaborative approach and creates opportunities to collaborate

• Promotes a culture of collaboration to achieve results						
• Sensitive to diverse cultural realities and interests of others						
• Leverages different sources of knowledge and expertise						

Partners and takes collaborative action

• Inspires collaborative behaviour in others through own example						
• Brings people together to explore new directions and possibilities						
• Examines and helps overcome impediments to collaborative action						

Encourages insights from diverse sources to support action

• Encourages an environment of inquisitiveness, creativity and experimentation						
• Promotes shared inquiry through exploring meanings and assumptions						
• Values relationships as a key to initiating, activating and embedding innovation						

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Domain Four: Shape a preferred future

Critiques the environment from a Christian worldview, considering changing contexts and trends

• Seeks out and applies relevant new information, ideas, trends and research findings						
• Identifies and constructively challenges current paradigms						
• Actively critiques environment from a Christian perspective						

Demonstrates critical, strategic, and systems thinking

• Takes a long-term view and takes action to achieve a preferred future						
• Understands and applies critical thinking and a systems perspective						
• Works with ambiguity and uncertainty and avoids over-simplification						

Politically astute in building support for change

• Uses influence positively						
• Promotes shared leadership for change						
• Actively supports local ownership for achieving the church's mission						

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Domain Four: Shape a preferred future

Applies insights, negotiates and works through resistance to implement change

<ul style="list-style-type: none"> Seeks to appreciate issues and interests as they appear to others 						
<ul style="list-style-type: none"> Acknowledges and explores others' concerns and objections 						
<ul style="list-style-type: none"> Frames solutions that take into account others' legitimate needs and aspirations 						

Domain Five: Achieve results

Builds alignment and a common vision

<ul style="list-style-type: none"> Engages with others to shape a vision that is ambitious but achievable 						
<ul style="list-style-type: none"> Demonstrates an appreciation of the current state, opportunities and challenges in fulfilling the vision 						
<ul style="list-style-type: none"> Communicates the vision clearly and gains commitment from others who have to act 						

Sets direction, focussing on what makes the most difference to build the church

<ul style="list-style-type: none"> Develops a clear plan of action 						
<ul style="list-style-type: none"> Elicits the contribution of others in achieving desired outcomes 						
<ul style="list-style-type: none"> Focuses on factors that might lead to the best results 						

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Domain Five: Achieve results

Takes action, and assesses and evaluates progress and outcomes

<ul style="list-style-type: none"> Aligns effort and resources to support achievement of goals 						
<ul style="list-style-type: none"> Evaluates progress and modifies approach where necessary to move towards goals 						
<ul style="list-style-type: none"> Takes time to assess and evaluate outcomes 						

Be accountable for performance and stewardship of resources

<ul style="list-style-type: none"> Accepts responsibility for and encourages responsibility in others to achieve goals 						
<ul style="list-style-type: none"> Recognises the contributions of all when celebrating results achieved 						
<ul style="list-style-type: none"> Manages resources carefully, responsibly and equitably 						

Please provide your comments here:



The Uniting Church in Australia
QUEENSLAND SYNOD

