



Leadership Development Framework

Leadership self assessment

Name: _____

Role considered in this review: _____

Instructions

Please read through each of the leadership behavioural descriptors below and tick the column that best describes you in relation to the leadership capabilities needed in your current position, or a position to which you are aspiring. The completed survey will help to identify your strengths as well as areas for development. It will provide a useful starting point for a discussion about your on-going development.

To be more effective in my role (or to develop for another role), it would be helpful 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

• Demonstrate commitment to personal and spiritual learning and development						
• Recognise and builds on own strengths						
• Actively seek and act on feedback						

Demonstrate self-awareness and self-management

• Recognise and question my own assumptions, attitudes and beliefs						
• Open to others' views and ideas and avoids premature judgments						
• Recognise own emotions and regulates own behaviour						

Model Christ-like and Christ-centred behaviours and values

• Inspire others through personal modelling of Christian behaviours and values						
• Demonstrate consistency between words and actions						
• Actively engage in reflective practice						

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Takes responsibility for own actions and behaviour

• Evaluate own performance in relation to organisational goals						
• Shape outcomes and performance with service to others in mind						
• Exhibit perseverance and resilience in working towards agreed goals						

Domain Two: Build relationships and engage others

Encourages spiritual and personal development of others

• Challenge and supports others to set and achieve their personal and spiritual goals						
• Fosters collaborative growth and mutual learning of all participants						
• Assist others to develop their own capacity						

Facilitate the development of strong relationships

• Develop team capacity to self-regulate behaviour to achieve outcomes						
• Helps team members actively engage with each other						
• Identify and works through with others: conflicts, issues and challenges impacting on relationships						

Promote a culture where people feel invited to contribute

• Recognise and constructively challenges organisational cultural norms						
• Facilitate people willingly contributing towards desired outcomes						
• Encourage others to keep an open mind when considering different viewpoints						

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Harness talent and diversity and achieve high participation

• Recognise, acknowledge and value diversity						
• Achieve creative synergies through harnessing different perspectives						
• Identify and encourages the contribution of individuals to achieve desired outcomes						

Domain Three: Partner and collaborate

Purposefully builds partnerships and networks

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

Employ a collaborative approach and create opportunities to collaborate

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

Partner and take collaborative action

• Inspire collaborative behaviour in others through own example						
• Bring people together to explore new directions and possibilities						
• Examine and help overcome impediments to collaborative action						

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Encourages insights from diverse sources to support action

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

Domain Four: Shape a preferred future

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

• Seek out and apply relevant new information, ideas, trends and research findings						
• Identify and constructively challenges current paradigms						
• Actively critique environment from a Christian perspective						

Demonstrate critical, strategic, and systems thinking

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

Politically astute in building support for change

• Use influence positively						
• Promote shared leadership for change						
• Actively support local ownership for achieving the church's mission						

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Apply insight, negotiate and work through resistance to implement change

• Seek to appreciate issues and interests as they appear to others						
• Acknowledge and explores others' concerns and objections						
• Frame solutions that take into account others' legitimate needs and aspirations						

Domain Five: Achieve results

Build alignment and a common vision

• Engage with others to shape a vision that is ambitious but achievable						
• Demonstrate an appreciation of the current state, opportunities and challenges in fulfilling the vision						
• Communicate 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

• Develop a clear plan of action						
• Elicit the contribution of others in achieving desired outcomes						
• Focus on factors that might lead to the best results						

Take action, and asses and evaluate progress and outcomes

• Align effort and resources to support achievement of goals						
• Evaluate progress and modifies approach where necessary to move towards goals						
• Take time to assess and evaluate outcomes						

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Be accountable for performance and stewardship of resources

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



The Uniting Church in Australia
QUEENSLAND SYNOD

