**Reflecting on your leadership attributes.**

A core element of developing your leadership is to be reflective about how effective you are as leader and to reflect on areas where you could enhance your leadership. To support you in doing complete the following reflective activity based upon the Kouzes and Posner Leadership Practices model.

|  |  |  |
| --- | --- | --- |
| **Leadership Practice** | **Situations where I am effective in demonstrating these behaviours** | **Situations where I could be more effective in demonstrating these behaviours** |
| **Model the way*** You set an example of and establish principles of how people are treated and interacted with.
* You set standards of excellence and actively model the expectations you have.
 |  |  |
| **Inspire a shared vision*** You believe you can make a difference
* You create a vision of the future
* You engage and enlist others to engage with this vision of the future
* You enable others to see exciting opportunities
 |  |  |
| **Challenge the process*** You challenge the status quo
* Look for innovative ways to improve the organisation.
* You experiment and take risks
* Accept that occasional disappointments are learning opportunities
 |  |  |
| **Enable Others*** Foster collaboration
* Support others be better at what they do
* Build an atmosphere of trust and respect
 |  |  |
| **Encourage the heart*** Recognise the contributions of others
* Share success across the team
* Shows confidence in people’s ability
 |  |  |

**What two actions could you take based upon this reflection to be a more effective leader:**

**1.**

**2.**