

Applied Psychology Leadership Profile, TEWV NHS FT, 2015

<p><u>Sharing the vision</u></p> <p>Strong: Making long term goals desirable</p> <p>Do I encourage others to become ‘ambassadors’ for the vision and generate excitement about long-term aims?</p> <p>Do I find ways to make a vivid picture of future success emotionally compelling?</p> <p>Do I establish ongoing communication strategies to deal with the more complex and difficult issues?</p>	<p style="text-align: right;"><u>Engaging the team</u></p> <p style="text-align: right;">Strong: Co-operating to raise the game</p> <p>Do I enable my team to feed off each other’s ideas, even if there is a risk the ideas might not work?</p> <p>Do I encourage team members to get to know each other’s pressures and priorities so that they can co-operate to provide a seamless service when resources are stretched?</p> <p>Do I offer support and resources to other teams in my organisation?</p>	
<p><u>Holding to account</u></p> <p>Strong: Challenging for continuous Improvement</p>	<p style="text-align: center;"><u>Influencing for results</u></p> <p style="text-align: center;">Strong : Developing collaborative agendas and consensus</p> <p>Do I use ‘networks of influence’ to develop consensus and buy-in?</p> <p>Do I create shared agendas with key stakeholders?</p> <p>Do I use indirect influence and partnerships across organisations to build wide support for my ideas?</p> <p>Do I give and take?</p>	<p style="text-align: right;"><u>Developing capability</u></p> <p style="text-align: right;">Strong: Building longer term capability</p>
<p>Do I constantly look out for opportunities to celebrate and reward high standards?</p> <p>Do I actively link feedback to the overall vision for success?</p> <p>Do I notice and challenge mediocrity, encouraging people to stop drifting and stretch themselves for the best results they can attain?</p>	<p>Do I explore the career aspirations of colleagues in my team and shape development activities to support them?</p> <p>Do I provide long-term mentoring or coaching?</p> <p>Do I spot high-potential colleagues or capability gaps in my team and focus development efforts to build on or deal with the situation?</p>	

Inspiring shared purpose

Strong: Taking personal risks to stand up for the shared purpose

Do I have the self-confidence to question the way things are done in my area of work?

Do I have the resilience to keep challenging others in the face of opposition, or when I have suffered a setback?

Do I support my team or colleagues when they challenge the way things are done?

Leading with Care

Exemplary: Spreading a caring environment beyond my own area

Do I take positive action to make sure other leaders are taking responsibility for the emotional wellbeing of their teams?

Do I share responsibility for colleagues' emotional wellbeing even when I may be junior to the?

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Evaluating Information

Exemplary: Developing new concepts

Do I develop strategies based on new concepts, insights, or perceptive analysis?

Do I create improved pathways, systems or processes through insights that are not obvious to others?

Do I carry out, or encourage, research to understand the root causes of issues?

Connecting our Service

Strong: Adapting to different standards / approaches outside my organisation

Am I connected to stakeholders in a way that helps me to understand their unspoken needs and agendas?

Am I flexible in my approach so I can work effectively with people in organisations that have different standards and approaches from mine?

Do I act flexibly to overcome obstacles?