

The Engaging Leader's Capability Framework

<input type="radio"/> Lead with Purpose	<input type="radio"/> Build Trust	<input type="radio"/> Understand People	<input type="radio"/> Communicate with Influence	<input type="radio"/> Take Proactive Action	<input type="radio"/> Build Team Performance	<input type="radio"/> Think Creatively
<ul style="list-style-type: none"> <input type="radio"/> I have my own personal purpose <input type="radio"/> I develop a shared sense of company purpose amongst my team <input type="radio"/> My team has a set of values that guide its behaviour <input type="radio"/> I regularly take time to communicate the purpose and values to the team <input type="radio"/> I am able to formulate and communicate vision to the team <input type="radio"/> I take time to educate team members on how daily activities align to purpose and vision 	<ul style="list-style-type: none"> <input type="radio"/> I set and communicate clear expectations for the team <input type="radio"/> I speak the truth and keep the promises I make <input type="radio"/> I am consistent in my behaviour, responses and results <input type="radio"/> I extend trust to others and can manage the risks of doing so <input type="radio"/> I maintain my professional credibility <input type="radio"/> I am dependable in my results and responses 	<ul style="list-style-type: none"> <input type="radio"/> I accept that 'differences' show me where my own vision is incomplete <input type="radio"/> I can accurately describe behaviour without labelling <input type="radio"/> I can accurately interpret the personality type of my team members <input type="radio"/> I can anticipate behaviour based on personality <input type="radio"/> I understand what motivates/demotivates the individuals on my team <input type="radio"/> I use empathy and seek first to understand 	<ul style="list-style-type: none"> <input type="radio"/> I respect and value others <input type="radio"/> I adjust my communication style to best 'match' with the individual <input type="radio"/> I make time to listen and build rapport <input type="radio"/> I am effectively assertive <input type="radio"/> I positively influence the behaviour and thinking of others <input type="radio"/> I manage and mediate conflict effectively 	<ul style="list-style-type: none"> <input type="radio"/> I take responsibility for my actions and am accountable for my results <input type="radio"/> I make decisions and maintain progress <input type="radio"/> I balance courage to drive forward with consideration for others <input type="radio"/> I understand and manage risks <input type="radio"/> I am resilient and have a solid work ethic <input type="radio"/> I am able to maintain a positive disposition in the face of adversity 	<ul style="list-style-type: none"> <input type="radio"/> I encourage ideas and input <input type="radio"/> I understand how to adapt leadership style to meet the needs of the follower <input type="radio"/> I can motivate and empower individual team members <input type="radio"/> I provide feedback that recognises and improves performance <input type="radio"/> I establish and maintain regular, open communication lines <input type="radio"/> I establish a team culture of accountability for results 	<ul style="list-style-type: none"> <input type="radio"/> I am open and prepared to 'explore' new ways and ideas <input type="radio"/> I encourage appropriate creativity and innovation amongst team <input type="radio"/> I can deal with uncertainty and ambiguity when searching for new insights <input type="radio"/> I am able to discern and say 'No' to ineffective ideas and requests <input type="radio"/> I focus people's creative and innovative efforts on achieving vision and purpose <input type="radio"/> I am tenacious in problem solving

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