

Leadership Capabilities Self-Analysis (From NSW Public Sector Capabilities Framework)	Self Assessment			Supervisor's Assessment			Priority for Action 1-3
	Importance to role HML	Current Capability 1-5	Desired Capability 1-5	Importance to role HML	Current Capability 1-5	Desired Capability 1-5	
Develops and Communicates Vision							
<i>Communicates the vision to the team</i>							
<i>Actively supports the vision</i>							
Inspires and Motivates							
<i>Invests time to mentor individuals to keep them motivated and energised</i>							
<i>Encourages staff to seek challenges and strive to reach their full potential</i>							
Creates and Develops Culture							
<i>Values and fosters workforce diversity</i>							
<i>Encourages open and honest feedback</i>							
<i>Encourages individuals to be accountable for actions and decisions</i>							
<i>Readily provides support to others in and external to the team</i>							
<i>Sets an example for others</i>							
<i>Demonstrates a concern for personal credibility</i>							
<i>Emphasises integrity, concern for others and NSW Public Service values</i>							
<i>Holds self accountable for achieving results</i>							
<i>Applies appropriate discretion, maintains confidentiality</i>							
<i>Demonstrated emotional maturity, cultural awareness and flexibility when dealing with individuals and situations</i>							
Manages Change							
<i>Evaluates current procedures and practices and recommends improvements</i>							
<i>Monitors the change process and ensures others are clear about the change</i>							
<i>Anticipates change and plans for it</i>							
<i>Openly supports change</i>							
<i>Demonstrates an awareness of the affect of change on others</i>							
<i>Responds positively & effectively to unexpected change</i>							
<i>Assists other to adapt to change effectively dealing with resistance</i>							
<i>Encourages new ideas</i>							

Staff Member's Name: _____ Supervisor's Name: _____

Date __/__/__