**Leadership Questionnaire.**

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| **Question** | **A lot of the time** | **Some of the time** | **Very little / None of the time.** |
| Remains calm and focused under pressure. |  |  |  |
| Act’s in an open, honest and inclusive manner - respecting other people’sculture, beliefs and abilities |  |  |  |
| Communicates clearly and effectively with all. |  |  |  |
| listens to and takes into account the needs and feelings of others |  |  |  |
| Actively seeks contributions and views from others |  |  |  |
| Acknowledges and appreciates the efforts of others within the team andrespect the team’s decision |  |  |  |
| Supports team members in developing their roles and responsibilities |  |  |  |
| Provides others with clear purpose and direction |  |  |  |
| Encourages debate about new ideas |  |  |  |
| Is focused and motivates others to ensure change happens |  |  |  |
| Actively engages in formal and informal decision-making processes aboutthe future of services. |  |  |  |
| Takes responsibility for embedding new approaches into working practices. |  |  |  |
| Communicates the vision with enthusiasm and clarity |  |  |  |
| Challenges behaviors, symbols & rituals which are not consistent withthe vision |  |  |  |
| Helps others to overcome obstacles and challenges. |  |  |  |