

The Leadership Framework

Self assessment tool



Leadership in the health and care services is about delivering high quality services to patients by:

- demonstrating personal qualities
- working with others
- managing services
- improving services
- setting direction
- creating the vision, and
- delivering the strategy

Staff will exhibit a range of leadership behaviours across these seven domains dependent on the context in which they operate. It is essential that all staff are competent in each of the five core leadership domains: **demonstrating personal qualities, working with others, managing services, improving services and setting direction**. The other two domains, **creating the vision and delivering the strategy**, focus more on the role and contribution of individual leaders.

To help users understand and apply the Leadership Framework each domain is divided into four elements and each of these elements is further divided into four descriptive statements which describe the behaviours all staff should be able to demonstrate.

The Clinical Leadership Competency Framework (CLCF) and Medical Leadership Competency Framework (MLCF) are also available to specifically provide staff with clinically based examples and learning and development scenarios across the five core domains shared with the Leadership Framework.

Please visit www.leadershipacademy.nhs.uk/ to learn more about the framework and how it can be used and applied.



Self assessment tool

This self assessment tool aims to help you manage your own learning and development by allowing you to reflect on which areas of the leadership framework you would like to develop further.

Please note that the information you provide is not stored anywhere on the website. We recommend you **download and save** this document so that you can refer back to it when reviewing your development plans.

A development module is available to support your leadership development at www.leadershipacademy.nhs.uk/leadership-development-module

You will also find a personal action plan template starting on page 10.

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Bette R Bonder, Vanina Dal Bello-Haas

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Table of Contents Framework Self Help

1. Understanding the eBook Framework Self Help
 - The Rise of Digital Reading Framework Self Help
 - Advantages of eBooks Over Traditional Books
2. Identifying Framework Self Help
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Framework Self Help
 - User-Friendly Interface
4. Exploring eBook Recommendations from Framework Self Help
 - Personalized Recommendations
 - Framework Self Help User Reviews and Ratings
 - Framework Self Help and Bestseller Lists
5. Accessing Framework Self Help Free and Paid eBooks
 - Framework Self Help Public Domain eBooks
 - Framework Self Help eBook Subscription Services

- Framework Self Help Budget-Friendly Options
- 6. Navigating Framework Self Help eBook Formats
 - ePub, PDF, MOBI, and More
 - Framework Self Help Compatibility with Devices
 - Framework Self Help Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Framework Self Help
 - Highlighting and Note-Taking Framework Self Help
 - Interactive Elements Framework Self Help
- 8. Staying Engaged with Framework Self Help
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Framework Self Help
- 9. Balancing eBooks and Physical Books Framework Self Help
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Framework Self Help
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Framework Self Help
 - Setting Reading Goals Framework Self Help
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Framework Self Help
 - Fact-Checking eBook Content of Framework Self Help
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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