




## ICS Leadership Behaviours – ICS Team/Group Self-Assessment



*Thinking about your work and involvement as a team/group across the Integrated Care System, please rate below how often you think you collectively demonstrate our ICS Leadership behaviours when working together. What are your strengths and gaps as a team around these behaviours? What improvements could you collectively make to ensure these behaviours are demonstrated consistently?*

ICS Leadership Behaviour	Overall Behaviour Definition	Positive Behaviour Examples	How often are you at demonstrating these behaviours as a team?					What do we do well? How could we improve as a team/group in this behaviour?
			Always	Often	Sometimes	Occasionally	Rarely	
	<i>We are consistently positive and open in how we engage and communicate with colleagues within and across the ICS.</i>	We actively listen						
		We are curious and ask questions						
		We influence others effectively						
		We negotiate with others						
		We use storytelling so messages are understood						
		We provide and invite constructive feedback						
		We are aware of considering our own impact						
		We are honest in what we say						
		We are optimistic and positive – saying “We can and we will”						
		We are accessible and visible						
		We communicate clearly and consistently						
We are polite and respectful in all communication								

## ICS Leadership Behaviours Self-Assessment

ICS Leadership Behaviour	Overall Behaviour Definition	Positive Behaviour Examples	How often are you at demonstrating these behaviours as a team?					What do we do well? How could we improve as a team/group in this behaviour?
			Always	Often	Sometimes	Occasionally	Rarely	
	<i>We actively engage and are inclusive in our approach, involving and valuing differing perspectives from across organisations, sectors, professions and backgrounds.</i>	We actively engage and involve others						
		We think beyond own team, organisation & sector						
		We actively include and take people with us						
		We value different perspectives, backgrounds & mindset						
		We empower people to act & think for themselves						
		We are culturally aware and sensitive						
		We act fairly						
		We seek ideas & input from others & share the vision						
		We advocate for others and provide opportunities for all who want to develop						
		We ensure everyone is clear on expectations						
	<i>We are willing to stand up for what is right, step out of our comfort zone and be brave in our decision making and actions for the benefit of our communities.</i>	We challenge constructively						
		We tackle tricky conversations						
		We are authentic						
		We do what we say we will do						
		We take brave decisions						
		We are flexible in our approach						
		We are willing to be vulnerable						
		We take ownership						
		We encourage people to raise concerns						
		We take actions when concerns are raised						
		We lead by example through our behaviour						
		We act to challenge inappropriate behaviours						
We acknowledge when things go wrong								

## ICS Leadership Behaviours Self-Assessment

ICS Leadership Behaviour	Overall Behaviour Definition	Positive Behaviour Examples	How often are you at demonstrating these behaviours as a team?					What do we do well? How could we improve as a team/group in this behaviour?
			Always	Often	Sometimes	Occasionally	Rarely	
 <p><b>Compassionate</b></p>	<p><i>We consistently demonstrate kindness and understanding through our work and interactions with others across all parts of the ICS.</i></p>	We build trust						
		We show empathy by acknowledging others' feelings						
		We are supportive						
		We are kind to self and others						
		We give people time						
		We are mindful of the impact of what we say and how we say it						
		We get to know people – the 'whole person'						
		We show understanding						
		We show humility						
		We use the heart as well as the head						
		We build people's resilience						
		We praise others and celebrate successful						
We say thank you for people's contributions								
 <p><b>Innovative</b></p>	<p><i>We always look to make improvements, encourage and value people's creativity, and are willing to embrace new ideas.</i></p>	We take a creative approach to problem solving						
		We are willing to change and test new ideas						
		We encourage and enable people to be creative						
		We are proactive and forward looking						
		We embrace new approaches and technologies						
		We are willing to take risks						
		We focus on improvement						
		We learn from challenges						
		We consider the wider impact of actions						
We enable others to see how things fit into the bigger picture								

***ICS Leadership Behaviours Self-Assessment***