



IDENTITY	Positional Behaviour focuses on your own perception and identity as a leader and your subsequent ability to motivate and guide others' actions. It is not about your status, job title or the degree of authority you are perceived to exert due to your position in an organisational hierarchy or structure.	Personal Power focuses on your ability to recognise and accept your internal state of mind leading to the capacity to exert power on your own emotions and actions. It is not about holding power over another person or influencing or manipulating externally.	Belief focuses on your internal perspective and core view of yourself as a leader. It is a state of mind that feeds into your identity and supports the external manifestation of your behaviour.
ROLE	Responsibilities focuses on your understanding of the purpose, function and roles of both you and your team, along with the tasks and contribution required from each team member.	Expectations focuses on your understanding of the expectations associated with different roles – your own as a leader and also the individuals within your team. Expectations can be defined in terms of behaviours, targets, objectives and outcomes, and can be measured as performance in these areas.	Boundaries focuses on your understanding of the boundaries of different roles – your own as a leader and also the individuals within your team. Boundaries need to be defined in relation to tasks and leading and developing others, as well as the emotional boundaries you will experience as a leader.
ATTITUDE	Think relates to your thought processes. It considers your creativity, problem solving, critical thinking and decision making strategies.	Say relates to the way you communicate your thoughts and feelings and takes account of tone, style and clarity of approach. It also considers consistency and congruence between verbal and non-verbal behaviour.	Do is action oriented and relates to 'what' you do and 'how' you manifest your decisions and thinking into observable behaviour.
AGILITY	Intuition focuses on your ability to recognise patterns, understand your own strengths and weaknesses and be able to balance logic and intuitive decision making.	Resilience focuses on your ability to learn from experience, including mistakes, and to handles difficult and stressful situations. It links to how you manage your own emotional state in order to maintain your personal and professional well-being.	Flexibility focuses on your ability to handle uncertainty and ambiguity. It is about having mental strategies and behavioural flexibility to cope and adapt in unfamiliar situations and being able to handle and embrace change.
FAIRNESS	Integrity focuses on the way you engage and treat people. As a leader, it is about demonstrating a strong moral code and high ethical standards, and is associated with dignity, respect, honesty, visibility and developing trust.	Empathy focuses on how you develop relationships and shared understanding with others. It also considers the development of psychological contracts with followers.	Accountability focuses on understanding the impact of your actions as a leader and taking responsibility for the outcomes. It is also about holding others to account for their contribution to achieving the desired outcomes.
CONFLICT	Anticipation is the forward thinking element and is focused on scanning, assessing and being alert to changing conditions and potential opportunities for conflict. It is also about developing strategies to recognise situations and support authentic decision making.	Influence focuses on your capacity to build networks, communities and alliances to reach collaborative decisions and outcomes.	Compromise focuses on your ability to see others' points of view and take appropriate action to achieve required outcomes. It also considers your capacity to handle different forms of conflict (task, interpersonal and emotional) and to resolve disputes.