

Quick Prioritisation Tool

Leadership Self-Assessment



Quick

Short Online Survey. Instant Results. Desktop & Mobile



Prioritisation

16 Leadership Capabilities. Prioritise Against Your Goals. Clarify Development Needs



Tool

Personalised Report. Easy to Interpret & Use. Practical Development Tips

Enabling behaviour change in a digital world

The Leadership QPT aims to provide busy managers with opportunities to grow and develop by identifying what they need to focus on and get started building the capabilities they need to succeed. The QPT:

- ✓ **Explains leadership in practical terms:** The QPT uses simple yet powerful language to describe leadership capabilities relevant for leaders of all levels
- ✓ **Drives digital learning:** Intuitive, mobile friendly survey with reports designed for video debriefing
- ✓ **Prioritises development needs:** Rate the relevance and relative priority of 16 leadership capabilities, giving actionable insights into the capabilities that matter right now
- ✓ **Enables behaviour change in the workplace:** Use development content to increase ownership of learning, translate insight into practical development actions, and drive on the job learning
- ✓ **Insights at scale:** Understand your priorities and gaps across any size group to make best use of your development budget. Use our built in demographics to identify specific audience needs

A contemporary leadership model based on strengths



The QPT is based on the My Leadership Strengths model which has been developed using evidence and research from the UK and Australia. Our research focused on the future role of leaders in Health and Social care, local and national Government, and the private sector. It is available as a self-assessment or 360 feedback report. The My Leadership Strengths model contains 16 capabilities grouped into four clusters.

Translate insight into action

Easily deployed at scale and an ideal alternative to 360 feedback. QPT drives the development of:

- Aspiring or new leaders looking to establish their individual development priorities
- Front line managers and operational leaders in need of practical tools to support on the job learning
- Leaders at any level who want to empower others, delegate more effectively and avoid burn out
- Leaders preparing for a step up in responsibility or looking to prepare their own successors

Identify capabilities most critical for success



The QPT survey enables leaders to assess their individual effectiveness and prioritise each of the 16 capabilities. This allows the report to identify individual strengths and weaknesses in context, which could be:

- Performance in current leadership role
- Progression to a new role
- Potential, in preparation for change

Rate effectiveness against 16 leadership capabilities



The QPT survey has a number of items within each capability to calculate an overall effectiveness rating for all 16 leadership capabilities.

The report provides a breakdown of results to support self-reflection and coaching conversations. The results can be collated for a team or group of leaders of any size, providing powerful organisational insights.

Drive on the job learning

Development Focus
Drives Performance

Learn through Self-Reflection
These are helpful for self-analysis and discussion with a coach or manager:

- What are the key outcomes that you need to achieve in your role? Ask yourself why are these things important, and identify how they contribute to the overall business plan.
- What goals and objectives do you set for your team? How well do your team understand what they mean, why these are important, and how they are determined?
- What are the things you find most difficult about dealing with individual performance issues? Reflect on when you have had to deal with poor performance in your team.
- Beyond setting goals and targets, how else can you inspire and motivate people in your team? What are your team really motivated and excited about, personally and professionally?

Learn by Doing
These are learning activities that you can do on the job:

Encourage feedback: Frequent conversations about learning, progress and difficulties is at the heart of what makes a high performing team. Use for formal things like team meetings and 1:1s to share feedback and encourage others to do so. Use informal opportunities like observing someone handle a difficult situation to provide feedback 'in the moment'. Sometimes showing that you notice people's great work is a powerful motivator.

Anticipate difficulties: Don't wait for someone's standards to slip, or avoid someone who appears to be struggling with something. Creating a healthy environment for people to talk openly, both personally and professionally, is the best way of avoiding problems. Ensure you check in with your team regularly, and pick up on any out of character behaviour in a gentle and friendly manner.

The QPT report has a dedicated development section, which is built to provide practical learning options. Development content is included for specific capabilities based on individual priority and effectiveness ratings.

Development content includes key tasks each capability supports; self-reflection & coaching questions; learning exercises; action planning tool; development roadmap.