

Check-up: The qualities of effective leaders

Ask yourself whether your leaders exhibit these qualities and skills.

Quality	Skills	Yes	No
Cultural standing	<ul style="list-style-type: none"> Shows respect for who they are within their own culture. Shows respect for Aboriginal and Torres Strait Islander values, beliefs, skills, traditions, relationships and behaviour. 		
Competence and self-awareness	<ul style="list-style-type: none"> Knows what to do and gets it done. Develops their own values, passions, skills and strengths. Admits weaknesses, learns from mistakes and seeks help. 		
Integrity	<ul style="list-style-type: none"> Is aware of what is expected behaviour. Acts for the greater good, despite external pressures. Exhibits ethical behaviour and a belief in leading by example. 		
Confidence	<ul style="list-style-type: none"> Believes they can meet most challenges. Follows through and acts on their vision. 		
Vision and insight	<ul style="list-style-type: none"> Has personal growth goals and leadership goals. Has a strong sense of where they think their society, community or organisation should be going, and how they might get there. Inspires people to follow that vision. Recognises potential problems before they arise or get out of hand. 		
Consensus-builder	<ul style="list-style-type: none"> Helps people come to an agreement by negotiating disputes and healing conflicts. 		
Enthusiasm	<ul style="list-style-type: none"> Shows interest in the people, issues and events around them. 		
Innovation	<ul style="list-style-type: none"> Thinks creatively, takes risks and develops new solutions. Challenges and inspires people to move outside their comfort zones. 		
Wisdom	<ul style="list-style-type: none"> Exhibits intelligence and insight, empathy and experience. Draws on cultural knowledge and experience to help other people understand and cope with new situations and changes. 		

Adaptability	<ul style="list-style-type: none"> • Is flexible and responds to change. • Believes in continual learning, both formal and informal. • Learns from mistakes. 		
Strong interpersonal skills	<ul style="list-style-type: none"> • Interacts and works well with others. • Motivates others to do their own job and work as a team. 		
Effective communication	<ul style="list-style-type: none"> • Listens to and understands the thoughts, ideas and concerns of others, and can clearly communicate their own. • Communicates in different cultural contexts, explaining cultural differences when required. 		
Peer respect	<ul style="list-style-type: none"> • Inspires respect from other leaders (both Aboriginal and Torres Strait Islander, and non-Indigenous). • Leads discussions, maintains discipline and encourage contributions. 		
Sense of humour	<ul style="list-style-type: none"> • Laughs at themselves and is able to relieve tense or stressful situations with humour. 		
Delegation and teaching skills	<ul style="list-style-type: none"> • Trusts others and shares some authority with them. • Shares skills and knowledge. • Mentors others. 		