

Check-up: Your leadership health

This evaluation is for leaders working both formally and informally in organisations or the wider community. It shows how effective, capable and legitimate your leadership is.

Some tips for completing the check-up:

- Do the check-up on your own or as a group and compare results. Do you all agree on the same problems and issues? Or do some people see things differently? If so, why?
- Consider getting someone from outside to conduct the process so that each person can give their assessment in confidence. This person can then collate the responses and provide a collective report.
- The check-up uses positive statements because it's important to identify your strengths and weaknesses.

When you've finished, go back and look at your answers.

'Agree' or 'Strongly agree'	Areas where you feel your governance is working well.
'Disagree' or 'Strongly disagree'	Areas where there might be a governance problem. Look at these more closely and decide what needs to be done.
'Unsure'	Don't ignore your answers here. Are these issues you don't have enough information about, or that are borderline issues? These might only need a bit of work to resolve.

For the statements where your rating suggests there is a leadership issue, go down the list and write what level of priority (low, medium or high) you think each should be given. This will help identify your main leadership issues, and where to start making changes.

The check-up

Direct all of these statements at the leadership of your organisation or group. Tick your level of agreement or disagreement with each, and then note its priority.

Statements	Strongly agree	Agree	Not sure	Disagree	Strongly disagree	Priority (low/medium/high)
We know what our leadership roles and responsibilities are and we are committed to improving our leadership arrangements.						
We have a solid knowledge of our people's and community's history, and our colonial experience.						
We account for our community/group members' diverse needs when setting priorities and making important decisions.						

We set a high ethical standard and act as a role model for ethical behaviour in our community.						
We set an example by behaving according to the shared values that our community and group care most about.						
We make realistic promises and work hard to deliver on them. (For example, we show up to meetings, discussions and appointments when we have agreed to take part in or lead them.)						
We demonstrate that we can mediate fairly between people who have conflicting needs and ideas.						
We are prepared to make the hard decisions when necessary, rather than pursuing short-term or factional popularity.						
We consult widely when making decisions and make consistent, fair and credible decisions based on consensus.						
We follow proper legal and financial processes, and uphold our legal and financial responsibilities.						
We communicate well with the members of our community/group about our decisions and ideas, and get their feedback.						
We have a clear vision for our group and community and we have plans to guide us to achieve it.						
We learn quickly from our mistakes. We ask others for help and information when we do not have the information or skills ourselves.						
We act as a catalyst for change and take a strong lead in considering new opportunities.						
We know how to handle change and situations when things go wrong.						
We negotiate decisions and agreements by consensus.						

We build relationships with other leaders in our wider networks, including among Indigenous and non-Indigenous groups.						
We have the trust, confidence and respect of our community members and/or group.						
We are accountable for our actions to our community members and/or group, and hold others accountable for theirs.						
We have a good reputation as accountable leaders among our external stakeholders and funding agencies.						
We involve people by seeking their views, listening to what they have to say and representing their views honestly.						
We recognise the contributions of others by showing our appreciation and creating a spirit of collaborative effort and mutual responsibility.						
We mentor and strengthen others in our community and/or group by providing opportunities and support for their personal growth as future leaders.						
We use our authority and powers in an impartial manner, in the best interests of our entire community and group, and to secure positive outcomes and benefits for all.						