

Self Assessment Case Study

THE CHALLENGE

The client, newly appointed to a senior leadership position in her Government Agency, sought coaching support to help her navigate her transition and to develop confidence in her role. She had experienced “flops and falls” in previous roles and was afraid of repeating mistakes. Though she was clearly rated capable to be appointed, she was not clear about what ‘good leadership’ meant to her, nor what was expected of her by her direct reports, peers and senior managers.

THE APPROACH

The initial conversations explored the client’s operating context, her new role, the impact she wanted have and what she hoped to achieve. Things got interesting for her when she reflected on the behaviours and impact of leadership she had observed/experienced in the past. Creative and reactive behaviours became evident, so it was suggested she might like to complete the Leadership Circle™ Self-Assessment.

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THE IMPACT

The Leadership Circle™ Self-Assessment results helped the client to consider herself and other leaders through the lense of an evidence based leadership framework. It provided her with an anchor to think about the kind of leader she wanted to be and to discuss this with her new colleagues. “What did they need from her? What would great leadership look like to each of them.

“I really enjoyed the sessions and the opportunity to take a different perspective on my leadership. I have a lot of practical skills I can now apply to keep moving towards my ultimate goal of a creating a positive team environment that is proactive, confident and innovative in the way they work together and with community.”