

Leader Toolkit

What have you learnt about yourself



We are **COLLABORATIVE** and **INSPIRATIONAL** leaders.

We build trust, communicate and support each other to learn and grow.

Why use this tool

Motivation, leadership, communication and relationships are a lot more effective when you take the time to understand yourself and the people you seek to motivate, manage, develop and/or support.

Developing an understanding of personality types and traits, thinking styles and learning styles theories is also a very useful way to improve your knowledge of motivation and behaviour of yourself and others, in the workplace and beyond.

Use this tool to reflect on what you have learned or been told about yourself, decide what is important and how you can best use the information to improve.

When to use this tool

Use this tool to bring together outcomes from your [Insights \(VBL\) profile](#) or any behavioural or profiling assessments you have undertaken.

Bringing all this information together will help you gain a better understanding of your leadership and/or work styles, which will then enable you to build an action plan of what you grow or improve.

How to use this tool

1. Make a note of the assessments or instruments that you have used.
2. Work through your preferences as identified by the assessment. Consider what you have learnt from the results i.e. the areas that are a strength for you and those that might need work. Decide whether this is important for your work and if so, develop actions you can take to improve.
3. Consider your learnings with respect to your interactions with others - your team members (direct reports), your colleagues and your leader i.e. the areas that are a strength for you and those that might need work. Decide whether this is important for your job and if so, develop actions you can take to improve the relationships.
4. Remember to add relevant actions to your development plan.

Tips

- Remember ***there is no right or wrong*** about different profiles or preferences. The benefit of these tools is to help you develop an understanding of your preferences, what works for you and how can work best with others who may have a different profile or preferences.

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What have you learnt about yourself



Nominate the tests, assessments or instrument you used.

	What you have learnt about yourself	Important for your work Y/N?	Actions If important for your work, develop actions that you need to take or things to watch for
My preferences			
Working with my team (direct reports)			
Working with my colleagues			
Working with my leader			