

Leadership Framework Self Diagnostic Tool – Results Guide

A Guide to Understanding Your Results

You can either just **reflect on your answers** to the questions

AND/OR

Use the colour coding to support your thinking

Confidence/ skill level	Critical in relation to current career	Personal Development priority level	Personal Development Career insights
		High	These rating combinations indicate where a skill is critical/fairly critical to your role and where your confidence / skill levels are relatively low. Having one of these scores would indicate a high priority need for development in these areas. Discuss with your manager ways that you can improve your skills / confidence levels and use this as the basis of a personal development plan – regularly review this together.
			
			
		Medium	These rating combinations indicate a medium development priority. These highlight either a personal growth opportunity to develop further in a skill area which is fairly critical to your role; or an area where you feel less confident/ skilled which is not critical to your role. These might be helpful reflections to support conversations with your manager about where you see your career and personal development longer term.
			
			
		Low	These rating combinations highlight where you have a high level of confidence and skill in a key area which is either critical or non-critical to your role. This is a relatively low development planning priority. Where the skill area is critical to your role and the skill confidence level is high, this means you have a high degree of role alignment, in which case your development can focus on maintaining this skill. Where the skill is not critical to your role you may wish to consider this as part of your future career development planning (i.e. would you like a role where you can use these skills more?).
			
			

Key

 Not very
 Fairly
 Very

 Critical/urgent
 Fairly critical
 Not critical