**Frontline worker leadership capability grid (LCG) evidence collection tool**

**(Level 3, Social Services and Healthcare)**

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| **Level 3 summary**The leadership capabilities and bullets in this grid are based on the frontline worker leadership capabilities and their indicators from the [Step into Leadership website](http://www.stepintoleadership.info/). The assumption of this grid and level is that you can demonstrate leadership when you:* work directly with children and young people/adults, families and communities
* contribute to team/collaborative work with colleagues and other professionals
* work with and supervise the work of colleagues
* carry out your roles and responsibilities, illustrating your knowledge of organisational practice and procedures, Scottish Social Services Council Codes of Practice and other legal and organisational requirements within your roles and responsibilities
* display leadership potential for your own managers and other professionals you work with.

The tool should be used together with:* the [LCG](http://stepintoleadership.info/managers_qualifications.html) for the National Occupational Standards (NOS) you wish to use to demonstrate your leadership capabilities
* the [frontline worker leadership capability ready reckoner](http://stepintoleadership.info/assets/pdf/Frontline-Worker-Leadership-capabily-Ready-Reckoner-HSC.docx) where you can use the colour coding to indicate which theme and stage you have achieved.
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Unit title:

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| **Leadership capabilities** | **Theme of indicator** | **Evidence for the theme** |
| **Vision**  | Providing a vision when you:* see how best to make a difference
* communicate and promote ownership of the vision
* promote social service values
* see the bigger picture.
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| **Self-leadership**  | Displaying self-leadership when you: * demonstrate and adapt leadership and management
* improve your own leadership
* take intelligent risks
* demonstrate and promote resilience
* challenge discrimination and oppression.
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| **Motivating and inspiring**  | Motivating and inspiring others when you:* inspire people by personal example
* recognise and value the contribution of others
* support the creation of a learning and performance culture.
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| **Empowering**  | Empowering people when you: * enable leadership at all levels
* support the creation of a knowledge and management culture
* promote professional autonomy
* involve people in development and improvement.
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| **Collaborating and influencing**  | Collaborating and influencing when you: * promote partnership working
* influence people
* understand and value the perspectives of others.
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| **Creativity and innovation** | Using creativity and innovations in your work when you:* see opportunities to do things differently
* promote creativity and innovation
* support and manage change.
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