

**Leadership Capability Grid (LCG)**  
**SCDHSC0023: Develop your own knowledge and practice**

**Summary**

The leadership capabilities and bullets in this LCG are based on the front line worker leadership capabilities and their themes of indicator from the [Step into Leadership website](#). The assumption within this LCG and level is that you can demonstrate leadership when you:

- work directly with individuals, families and communities
- contribute to team/collaborative work with colleagues and other professionals
- 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 managers and other professionals with whom you work.

The Performance (P) and Knowledge (K) within the LCG are there only as examples of where leadership can be demonstrated. They are not meant to include all possible performance and knowledge that may be used to demonstrate your leadership capability.

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<b>Leadership capabilities</b>	<b>When promoting effective communications you can demonstrate leadership capabilities by:</b>
<b>Vision</b>	Providing a vision for individuals, families, communities, colleagues and your organisation when you: <ul style="list-style-type: none"> <li>• See how best to make a difference when developing your own knowledge and practice(<b>P3,5,6,10,11,13,14; K2,5,8,10,12</b>)</li> <li>• Communicate and promote ownership of the vision when working with other seeking support and feedback about own knowledge and practice (<b>P1-3,5,11,12,14</b>) and knowledge of national, local and workplace policies, procedures and practices (<b>K3,4</b>)</li> <li>• Promote social service values through developing your own knowledge and practice (<b>P1,2,10,14; K1,3,4</b>)</li> <li>• See the bigger picture when and developing you own practice and knowledge (<b>P5,6,11,14; K1,2,4,5,8,11</b>)</li> </ul>
<b>Self-leadership</b>	Displaying self leadership when you: <ul style="list-style-type: none"> <li>• Demonstrate and adapt leadership through developing knowledge and practice (<b>P3,5,6,11,14; K11,12</b>)</li> <li>• Improve own leadership by seeking advice (<b>P1,3-8,10,12,14; K7,9,</b>)</li> <li>• Take intelligent risks when identifying and developing knowledge and practice (<b>P10-14; K11,12</b>)</li> <li>• Demonstrate and promote resilience through developing knowledge and practice (<b>P6,10,11,14</b>)</li> <li>• Challenge discrimination and oppression (<b>K1</b>)</li> </ul>
<b>Motivating and inspiring</b>	Motivating and inspiring others when you: <ul style="list-style-type: none"> <li>• Inspire people by personal example (<b>P1,3-8,10,11,14; K2,11,12</b>)</li> <li>• Recognise and value the contribution of others (<b>P1-8,10,14; K9</b>)</li> <li>• Support the creation of a learning and performance culture with individuals and others (<b>P1-11,14; K7-12</b>)</li> </ul>
<b>Empowering</b>	Empowering people when you: <ul style="list-style-type: none"> <li>• Enable leadership at all levels (<b>P1,10,11,13; K7,8,11,12</b>)</li> <li>• Support the creation of a knowledge and management culture by seeking support and advice to enable understanding (<b>P1-8,10,12,14</b>)</li> <li>• Promote professional autonomy (<b>P10,11,13,14; K6,9,11,12</b>)</li> <li>• Involve people in development and improvement (<b>P1-8,10,12,14; K9</b>)</li> </ul>
<b>Collaborating and influencing</b>	Collaborating and influencing when you: <ul style="list-style-type: none"> <li>• Promote partnership working (<b>P1-8,10,12,14</b>)</li> <li>• Influence people (<b>P10,13,14; K11,14-20</b>)</li> <li>• Understand and value the perspectives of others (<b>P1-8,10; K9</b>)</li> </ul>
<b>Creativity and innovation</b>	Using creativity and innovations in your work when you: <ul style="list-style-type: none"> <li>• See opportunities to do things differently (<b>P3,5,6,10,11; K8,11,12</b>)</li> <li>• Promote creativity and innovation (<b>P10,11,13,14; K8,12</b>)</li> </ul>