

Leadership Capability Grid (LCG)
SCDHSC3120 Assess performance in health and social care services

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 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 (SSSC) Codes of Practice and other legal and organisational requirements within your roles and responsibilities
- display leadership potential for your own managers and other professionals with whom you work

The Performance (P) and Knowledge (K) within the LCG from the National Occupational Standard are there as 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.

Leadership Capability Grid (LCG)
SCDHSC3120 Assess performance in health and social care services

Leadership capabilities	When assessing performance in health and social care services you can demonstrate leadership capabilities by:
Vision	<p>Providing a vision for those with whom you work and your organisation when you:</p> <ul style="list-style-type: none"> • Promote social service values when assessing team members performance in health and social care services (P1-17; K1-4, 12, 18-23, 27-44) and providing feedback to team member (P19-25 ; K24-26) and recording outcomes (P17-18, 26; K34) • See the bigger picture when assessing performance in health and social care services (All P; K6, 8-9, 18-10, 24-26)
Self-leadership	<p>Displaying self leadership when you:</p> <ul style="list-style-type: none"> • Demonstrate and adapt leadership when assessing performance in health and social care services (All P; K17, 27-44) • Improve own leadership by seeking advice (P25; K16, 44), through evaluation (P25) and self reflection (K17) • Take intelligent risks when assessing performance in health and social care services (P6, 8, 10-15, 22-26; K18-23, 27-44) • Demonstrate and promote resilience (All P; K3, 15, 22, 27-44) • Challenge discrimination and oppression (P7; K 1, 3, 22, 27-44)
Motivating and inspiring	<p>Motivating and inspiring others when you:</p> <ul style="list-style-type: none"> • Inspire people by personal example (All P; K10-16, 27-44) • Recognise and value the contribution of others (All P; K9-10, 16, 27-44) • Support the creation of a learning and performance culture (All P; K13-17, 27-44)
Empowering	<p>Empowering people when you:</p> <ul style="list-style-type: none"> • Support the creation of a knowledge and management (All P; K13-17, 27-44) • Promote professional autonomy (P19-26; K13-16, 17, 27-44) • Involve people in development and improvement (All P; K12-16, 27-44)
Collaborating and influencing	<p>Collaborating and influencing when you:</p> <ul style="list-style-type: none"> • Promote partnership working (All P; K 10-16, 27-44) • Influence people (All P; K11, 10-16, 27-44) • Understand and value the perspectives of others (P1-7, 19-26; K8-9, 10-16, 27-44)
Creativity and innovation	<p>Using creativity and innovations in your work when you:</p> <ul style="list-style-type: none"> • See opportunities to do things differently (P3, 19-26; K3, 1610-16, 22, 27-44) • Promote creativity and innovation (P3, 19-26; K3, 10-16, 22, 27-44) • Support and manage change (P23-36; K3, 10-16, 22, 27-44)