

**Leadership Capability Grid (LCG)  
SFHAE1 Test for substance use**

**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 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 from the National Occupational Standard 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 testing for substance use you can demonstrate leadership capabilities by:</b>
<b>Vision</b>	<p>Providing a vision for those with whom you work and your organisation when you:</p> <ul style="list-style-type: none"> <li>• See how best to make a difference when working with individuals (<b>P1,7,9,10,17,18; K1,2</b>)</li> <li>• Promote social service values (<b>P1,7,9,10,17,18; K1-5,7-9,15-16,25-35</b>), and working with others (<b>P5,13; K3,9</b>) and recording and reporting (<b>P19; K6</b>)</li> <li>• See the bigger picture (<b>P1,5,7,9,10,17,18; K1,2</b>)</li> </ul>
<b>Motivating and inspiring</b>	<p>Motivating and inspiring others when you:</p> <ul style="list-style-type: none"> <li>• Support the creation of a learning and performance culture (<b>K1,2,4,7,10, 11,13</b>)</li> </ul>
<b>Empowering</b>	<p>Empowering people when you:</p> <ul style="list-style-type: none"> <li>• Promote professional autonomy (<b>P1-8</b>)</li> </ul>
<b>Collaborating and influencing</b>	<p>Collaborating and influencing when you:</p> <ul style="list-style-type: none"> <li>• Understand and value the perspectives of others (<b>P9,10,17,18; K4,16</b>)</li> </ul>