Leadership Capability Grid (LCG)
SFHMH18 Identify the physical health needs of individuals with mental health needs

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**.**

Leadership capabilities	When identifying the physical health needs of individuals with mental health needs you can demonstrate leadership capabilities by:
Vision	Providing a vision for those with whom you work and your organisation when you: • See how best to make a difference when assessing physical health needs (**P**3,5,7,16; **K**1-4,7-9,13-19,25-26,28-30), working with individuals (**P**2, 4,8-9,12,14,-15,17-18; **K**1-4,7-9,12,20-23,31-35,37) and significant others (**P**4,9,12,17-18,20; **K**31,33-37) • Communicate and promote ownership of the vision when working with individuals (**P**2,4,8-9,12,14-15,17-18; **K**1-4,7-9,12,20-23,31-35,37) and significant others (**P**4,9,12,17-18,20; **K**31,33-37) and recording and reporting (**P**10-11,19; **K**21) • Promote social service values working with individuals (**P**2,4,8-9,12, 14-15,17-18; **K**1-4,7-9,12,20-23,31-35,37) and significant others (**P**4,9, 12,17-18,20; **K**31,33-37) and recording and reporting (**P**10-11,19; **K**21) • See the bigger picture when (**P**2,4,8-12,14-15,17-20; **K**1-4,7-9,12,20-23, 30-37)
Self-leadership	Displaying self leadership when you: • Demonstrate and adapt leadership when identifying the physical health needs of individuals with mental health needs (All **P**; **K**1-4,7-9,12,20-23, 30-37) • Take intelligent risks when identifying the physical health needs of individuals with mental health needs (**P**2,4,8-9,12,14-15,17-18; **K**1-4, 7-9,12,20-23,31-35,37) • Demonstrate and promote resilience (**P**2,4, 8-9,12,14-15,17-18; **K**1-4, 7-9,12,20-23,31-35,37) • Challenge discrimination and oppression (**K**10)
Motivating and inspiring	Motivating and inspiring others when you: • Inspire people by personal example (**P**2,4,8-12,14-15,17-20; **K**1-4,7-9, 12,20-23,30-37) • Recognise and value the contribution of others (**P**2,4,8-12,14-15,17-20; **K**1-4,7-9,12,20-23,30-37) • Support the creation of a learning and performance culture (**P**2,4,8-12, 14-15,17-20; **K**1-4,7-9,12,20-23,30-37)
Empowering	Empowering people when you: • Involve people in development and improvement (**P**2,4,8-12,14-15, 17-20; **K**1-4,7-9,12,20-23,30-37)
Collaborating and influencing	Collaborating and influencing when you: • Promote partnership working (**P**2,4,8-12,14-15,17-20; **K**1-4,7-9,12, 20-23,30-37) • Influence people (**P**2,4,8-12,14-15,17-20; **K**1-4,7-9,12,20-23,30-37) • Understand and value the perspectives of others (**P**2,4,8-12,14-15,17-20; **K**1-4,7-9,12,20-23,30-37)

Leadership Capability Grid (LCG)
SFHMH18 Identify the physical health needs of individuals with mental health needs