

**Leadership Capability Grid (LCG)**

**SFJCJEA1 Obtain information from offenders regarding their behaviour**

**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 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)**
**SFJCJEA1 Obtain information from offenders regarding their behaviour**

<b>Leadership capabilities</b>	<b>When obtaining information from offenders regarding their behaviour 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 preparing for a discussion with the individual (<b>P1-6; K1-8</b>), obtaining and processing information (<b>P7-11, 13, 35, 37-38; K1-8</b>), obtaining information from offenders regarding their behaviour (<b>P16-33; K1-5, 12</b>)</li> <li>• Communicate and promote ownership of the vision when obtaining information from offenders regarding their behaviour (<b>P7-11, 13, 16-33, 35, 37-38; K1-8, 12</b>), seeking advice &amp; support (<b>P15, 29</b>), working with others (<b>P8-10</b>), and recording and reporting (<b>P36</b>)</li> <li>• Promote social service values when obtaining information from offenders regarding their behaviour (<b>P7-11, 13, 16-33, 35, 37-38; K1-8, 12</b>), seeking advice &amp; support (<b>P15, 29</b>), working with others (<b>P8-10</b>), and recording and reporting (<b>P36</b>)</li> <li>• See the bigger picture (<b>All P; K1-5, 9, 10-14</b>)</li> </ul>
<b>Self-leadership</b>	<p>Displaying self leadership when you:</p> <ul style="list-style-type: none"> <li>• Demonstrate and adapt leadership when obtaining information from offenders regarding their behaviour (<b>All P; K1-5, 15</b>)</li> <li>• Improve own leadership by seeking advice and supervision (<b>P15-29; K1, 5</b>)</li> <li>• Take intelligent risks when obtaining information from offenders regarding their behaviour (<b>P5-6, 8, 14, 16-28; K2, 6, 13</b>)</li> <li>• Demonstrate and promote resilience (<b>P7-38 ; K1-8, 12</b>)</li> <li>• Challenge discrimination and oppression (<b>K2, 9, 14</b>)</li> </ul>
<b>Motivating and inspiring</b>	<p>Motivating and inspiring others when you:</p> <ul style="list-style-type: none"> <li>• Inspire people by personal example (<b>P7-11, 13, 15-33, 35, 37-38; K1-8, 12</b>)</li> <li>• Recognise and value the contribution of others (<b>P7-11, 13, 15-33, 35, 37-38; K1-8, 12</b>)</li> </ul>
<b>Empowering</b>	<p>Empowering people when you:</p> <ul style="list-style-type: none"> <li>• Involve people in development and improvement (<b>P7-11, 13, 15-33, 35, 37-38; K1-8, 12</b>)</li> </ul>
<b>Collaborating and influencing</b>	<p>Collaborating and influencing when you:</p> <ul style="list-style-type: none"> <li>• Promote partnership working (<b>P7-11, 13, 15-33, 35, 37-38; K1-8, 12</b>)</li> <li>• Influence people (<b>P7-11, 13, 15-33, 35, 37-38; K1-8, 12</b>)</li> <li>• Understand and value the perspectives of others (<b>P7-11, 13, 15-33, 35, 37-38; K1-8, 12</b>)</li> </ul>