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| **L3 3** | **Use self-reflection in a leadership activity** |

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| **Kaupae |** Level | 3 |
| **Whiwhinga |** Credit | 5 |
| **Whāinga |** Purpose | This skill standard is intended for aspiring or new leaders.  This skill standard will provide learners with the knowledge and skills to explain and apply self-reflection in a leadership activity.  This skill standard can be used in a range of qualifications and micro-credentials where there is a requirement of self-reflection in a leadership activity. |

**Hua o te ako me Paearu aromatawai |** Learning outcomes and assessment criteria

| **Hua o te ako |** Learning outcomes | **Paearu aromatawai |** Assessment criteria |
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| 1. Use self-reflection in a leadership activity. | 1. Explain the role of self-reflection in leadership. |
| 1. Identify and apply self-reflection using tools and techniques in a leadership activity. |

**Pārongo aromatawai me te taumata paearu |** Assessment information and grade criteria

*Assessment specifications:*

Activity must relate to leadership, may be a short term or long term, or repeated activity. It could be leading an individual or group, community, or project, and may include thought-leadership, leading an idea or kaupapa.

Evidence of assessment must reflect where applicable, any workplace policies and procedures such as standard operating procedures, safety procedures, equipment operating procedures, codes of practice, quality management practices and standards, procedures to comply with legislative and local body requirements.

This skill standard may be assessed in a role where leadership is demonstrated, when appropriate situations arise, or in a training environment if simulated conditions are able to be provided that reflect the standards of a workplace and/or leadership context.

Assessment against this skill standard, where appropriate, should incorporate te āo Māori. This may include differences in dialect, mātauranga, tikanga among different iwi, hapū, rohe.

All activities must, as relevant to learners and/or this skill standard, reflect the peoples of the Pacific and other cultures, and their world views.

The task or activity may relate to either the articles or the principles of te Tiriti o Waitangi, and multi-culturalism in Aotearoa New Zealand.

For the purpose of this standard, *the kaupapa (articles) of te Tiriti o Waitangi* can refer to a tika interpretation, that te Tiriti o Waitangi is underpinned by three written articles, and the unwritten 4th article which are kawanatanga (governership), tino rangatiratanga (self-determination), oritetanga (equity), and the oral fourth (wairuatanga) religious freedom.

*The principles of the Treaty of Waitangi* can refer to participation, partnership and protection.

*Definitions*

*Self-reflection* refers to the process of examining own thoughts, feelings, actions and results in relation to leadership goals and challenges.

*Tools* refers to something tangible and used to support self-reflection.

*Techniques* refers to the use of the tool, series of procedural steps of the tool.

***Ngā momo whiwhinga |*** *Grades available*

*Achieved*

**Ihirangi waitohu |** Indicative content

Leadership styles

* autocratic
* bureaucratic
* democratic
* laissez-faire
* participative
* delegative.

Role of self-reflection in leadership

* leading self
* self-awareness
* impact on others
* strengths and challenges
* fixed and growth mindset
* areas of development
* resilience and adaptability to change
* emotional intelligence
* raising awareness of the unconscious bias.

Self-reflection tools and techniques

* internal and external environment
* models for self-reflection
* hui
* whakapapa
* manaakitanga
* Te Whare Tapa Whā
* Fonofale
* understanding motivations
* self-reflection journals
* self-reflection questions
* focus groups
* survey
* data analysis
* performance
* evaluations.

**Rauemi |** Resources

* Ministry of Business, Innovation and Employment [Leadership styles and when to use them — business.govt.nz](https://www.business.govt.nz/business-performance/management-and-leadership/leadership-styles-and-when-to-use-them)
* Groundwork.org.nz - [Te Tiriti articles in practice](https://groundwork.org.nz/resources/te-tiriti-articles-in-practice/)
* Mana Pasifika – [Fonofale](https://www.manapasifika.org.nz/news/the-fonofale-model-of-health)
* [Reflective Journal – working template (weebly.com)](https://actionlearn.weebly.com/uploads/4/3/7/7/4377347/reflective_practice__g_bishop_.pdf)
* The Whare Tapa Whā [Te whare tapa whā and wellbeing | Healthify](https://healthify.nz/hauora-wellbeing/t/te-whare-tapa-wha-and-wellbeing/)
* Te Ara – [Principles of The Treaty of Waitangi](https://teara.govt.nz/en/principles-of-the-treaty-of-waitangi-nga-matapono-o-te-tiriti-o-waitangi/page-1)

**Pārongo Whakaū Kounga |** Quality assurance information

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| **Ngā rōpū whakatau-paerewa |** Standard Setting Body | Ringa Hora Services Workforce Development Council |
| **Whakaritenga Rārangi Paetae Aromatawai |** DASS classification | Business > Business Operations and Development > People Development and Coordination |
| **Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga |** CMR | 0113 |

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| **Hātepe |** Process | **Putanga |** Version | **Rā whakaputa |** ReviewDate | **Rā whakamutunga mō te aromatawai |** Last date for assessment |
| **Rēhitatanga |** Registration | 1 | [dd mm yyyy] | [dd mm yyyy] |
| **Kōrero whakakapinga |** Replacement information | N/A | | |
| **Rā arotake |** Planned review date | 2030 | | |

Please contact Ringa Hora Services Workforce Development Council at [qualificaitons@ringahora.nz](mailto:qualificaitons@ringahora.nz) to suggest changes to the content of this skill standard.