

The logo features a central circle composed of three concentric white lines. Two thick, light-blue curved lines sweep around the circle, one from the top-left and one from the bottom-right. A long, double-lined white wavy line extends from the right side of the circle across the entire width of the image.

Strengthscope Leader™



SHARING VISION



SPARKING ENGAGEMENT

Strengthscope
Leader™

SUSTAINING PROGRESS



SKILFULLY EXECUTING







Sharing Vision

- ◉ How have you communicated a simple, energizing and realistic vision of what organizational success could look like?
- ◉ How have you established clear, prioritized strategic goals based on a good understanding of critical environmental factors?
- ◉ How have you helped team members/stakeholders understand longer-term priorities and how they can contribute?
- ◉ How have you communicated (through words and actions) that customers/stakeholders are at the heart of your strategy?





Sparking Engagement

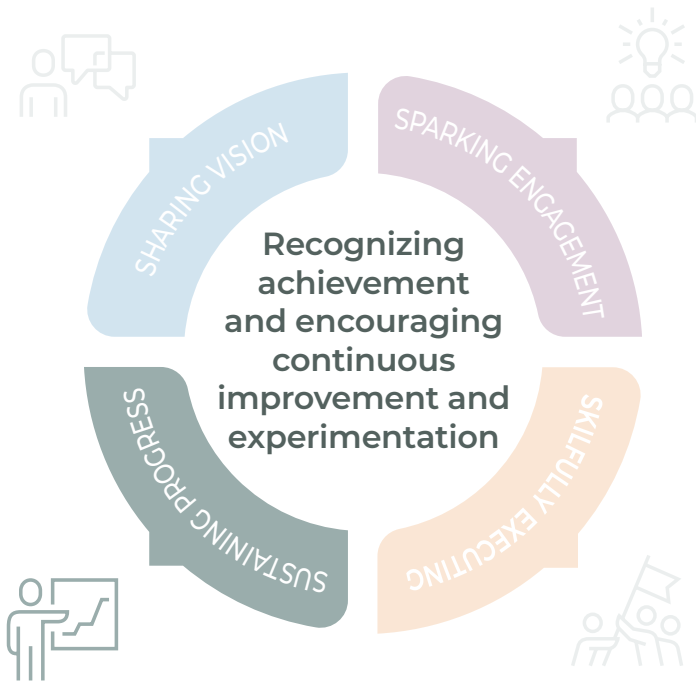
- ◉ How have you encouraged people to take responsibility for their work and empower them to decide how best to accomplish their objectives?
- ◉ How do you promote an open and respectful work environment where people feel that they can freely share their views and ideas?
- ◉ How do you inspire people to give their best by providing them with challenging opportunities that stretch and motivate them?
- ◉ How have you created a culture of regular and open feedback to promote learning and improvement?





Skilfully Executing

- ◉ How have you set clear, stretching and achievable performance expectations, ensuring people are held accountable to these?
- ◉ How do you anticipate and take decisive action to deal with performance shortfalls and unproductive behavior?
- ◉ How do you regularly review progress with employees to ensure they stay on track and momentum is maintained?
- ◉ How do you invite regular input from employees/stakeholders and incorporate this into decisions and plans?





Sustaining Progress

- ◉ How do you challenge people to think and act in better and innovative ways?
- ◉ How have you created a safe environment that encourages considered risk taking and continuous improvement?
- ◉ How do you promote a working environment which values experimentation and a commitment to learning?
- ◉ How do you recognize outstanding effort and celebrate achievement (even small wins) in a fair and appropriate way?