



MEASURE YOUR COMPASSIONATE LEADERSHIP BEHAVIOUR TRAITS

Compassionate leadership has been shown to create long-term value, deliver great services to customers, and benefit society, along with contributing to the fulfillment and wellbeing of the leader and others. Determine your current compassionate leadership orientation by completing this scale.

Instructions: People may use the following statements to describe compassionate leadership.

Step 1: For each statement, firstly decide how important a contributor to strong leadership the behaviour trait is in your opinion (*IMPORTANCE: 1 being extremely unimportant and 10 being extremely important*)

Step 2: Decide whether the statement is uncharacteristic or characteristic of you as a leader (*MY CURRENT PERFORMANCE: 1 being extremely uncharacteristic and 10 being extremely characteristic*)

Step 3: Identify your 3 biggest gaps (difference between importance and performance scores), and then seek feedback from 3 trusted stakeholders from within and outside your team. Reflect on the learnings. Have a trusted peer or mentor calculate their score and see how you compare.

Step 4: More information on compassionate leadership can be found on our website at www.jostandco.com.au.

SHOW CARE AND CONCERN FOR MYSELF

IMPORTANCE
(out of 10)

MY CURRENT PERFORMANCE
(out of 10)

DEVELOP DEEP CONNECTIONS TO UNDERSTAND THE CONTINUING NEEDS OF OTHERS

IMPORTANCE
(out of 10)

MY CURRENT PERFORMANCE
(out of 10)

TREAT EVERYONE WITH FAIRNESS, PATIENCE AND RESPECT

IMPORTANCE
(out of 10)

MY CURRENT PERFORMANCE
(out of 10)

EMBRACE NEW IDEAS, APPROACHES AND/OR PERSPECTIVES

IMPORTANCE
(out of 10)

MY CURRENT PERFORMANCE
(out of 10)

SHOW UNCONDITIONAL CARE AND CONCERN FOR OTHERS

IMPORTANCE
(out of 10)

MY CURRENT PERFORMANCE
(out of 10)

EMBRACE DIFFERENCE, ACCEPTING OTHERS FOR WHO THEY ARE

IMPORTANCE
(out of 10)

MY CURRENT PERFORMANCE
(out of 10)

MONITOR HOW ENGAGED AND VALUED PEOPLE FEEL

IMPORTANCE
(out of 10)

MY CURRENT PERFORMANCE
(out of 10)

RESPECT THAT OTHERS HAVE VALUES AND BELIEFS OF THEIR OWN

IMPORTANCE
(out of 10)

MY CURRENT PERFORMANCE
(out of 10)