Universiteit Leiden — The Netherlands

	MAKING CONNECTION	**WORKING TOGETHER**	**TAKING RESPONSIBILITY**	**MOVING BOUNDARIES**
YOURSELF	☐ Self awareness ☐ Dealing with your emotions ☐ Communication ☐ Assertiveness	☐ Helping others ☐ Flexibility ☐ Adaptability	☐ Action orientation ☐ Perseverance ☐ Clear expactations	☐ Resilience ☐ Learning agility ☐ Challenge status quo
OTHERS	☐ Empathy ☐ Show interest ☐ Feedback	☐ Search for new collaboration ☐ Focus on the common goal ☐ Involving others	☐ Providing frameworks and space ☐ Decisiveness ☐ Addressing behaviour ☐ Monitoring progress	☐ Entrepreneurship / Courage ☐ External view ☐ Stimulate learning ☐ Agile working
A TEAM	☐ Work climate ☐ Support and attention ☐ Talent development ☐ Building relationships	☐ Leveraging diversity ☐ Setting goals together ☐ Working with different styles ☐ Conflict Management	☐ Give convidence ☐ Ownership ☐ Balance	☐ Dot on the horizon ☐ Guiding change ☐ Stimulate innovation ☐ Break down barriers
THE ORGANISATION	☐ Ambassador ☐ Role model ☐ Servant leadership	☐ Bringing people together ☐ External collaboration ☐ Shared leadership	☐ Giving direction ☐ Vigor ☐ Focus on the bigger picture	☐ From the outside in ☐ Creating awareness ☐ Inspiring vision

Why?

Would you like to develop yourself in your (personal) leadership within Leiden University? Or grow in on how you lead as a team? Then these competency cards are interesting to use as a tool.

MAKING CONNECTION
Connect with others in a, self-aware, open and respectful manner, recognising and appreciating differences and acting in their interests and those of the organisation.

WORKING TOGETHER
Collaborating on and contributing to a common goal, and using different experiences and perspectives to move forward together.

TAKING RESPONSIBILITY
Setting clear expectations and goals for yourself and others, to work decisively towards results with confidence, balance and focus.

MOVING BOUNDARIES
Learning and looking beyond boundaries, adapting to change and contributing to improvements and innovations with a clear vision for the future.

Who do you lead?

There are four leadership roles. It starts by leading yourself and expands depending on who you are leading.

YOURSELF – You take control of your own development and performance

OTHERS – You lead a few others formally or informally

A TEAM – You lead a team or a group

THE ORGANISATION – You lead the organisation, a faculty or a unit