



Checklist: the qualities of effective Aboriginal and Torres Strait Islander leaders





This activity is based on the qualities and skills that participants in the national Indigenous Governance Awards, the Indigenous Community Governance Research Project and AIGI's Indigenous Governance of Development Research Project see as being important for strong leaders.

Ask yourself whether you or your leaders have these qualities and skills, and how they can be strengthened and better supported.

Quality	Skills	 Yes	 No
Cultural standing	<p>Shows respect for who they are within their own culture.</p> <p>Shows respect for Aboriginal and Torres Strait Islander values, beliefs, skills, traditions, relationships and behaviour.</p>		
Competence and self-awareness	<p>Knows what to do and gets it done.</p> <p>Develops their own values, passions, skills and strengths.</p> <p>Admits weaknesses, learns from mistakes and seeks support.</p>		
Integrity and sense of fairness	<p>Is aware of what is expected behaviour.</p> <p>Acts for the greater good, despite external pressures.</p> <p>Exhibits ethical behaviour and a belief in leading by example.</p> <p>Is fair in their approach to leading and making decisions.</p>		
Confidence	<p>Believes they can meet most challenges.</p> <p>Follows through and acts on their vision.</p>		
Vision and strategic insight	<p>Has personal growth goals and leadership goals.</p> <p>Has a strong sense of where they think their organisation, community or nation should be going, and how they might get there.</p> <p>Inspires people to follow that vision.</p> <p>Recognises potential problems before they arise or get out of hand.</p>		
Inclusive and consensus orientated	<p>Helps people come to an agreement by settling disputes and healing conflicts.</p> <p>Seeking out and listening to different viewpoints.</p> <p>Able to bring people together to create a unified position.</p> <p>Good mediation and negotiation skills.</p>		
Enthusiasm	<p>Shows interest in the people, issues and events around them.</p> <p>Seeks out new knowledge and information.</p>		



Quality	Skills	 Yes	 No
Commitment	Is committed to their role and to the organisation, community or nation's vision and goals.		
Innovation	Thinks creatively, takes risks and develops new solutions. Challenges and inspires people to move outside their comfort zones.		
Wisdom	Exhibits intelligence and insight, empathy and experience. Draws on cultural knowledge and experience to help other people understand and cope with new situations and changes.		
Adaptability	Is flexible and responds to change. Believes in continual learning, both formal and informal. Learns from mistakes.		
Strong interpersonal skills	Interacts and works well with others. Motivates others to do their own job and work together.		
Effective communication	Listens to and understands the thoughts, ideas and concerns of others, and can clearly communicate their own. Communicates in different cultural contexts, explaining cultural differences when required.		
Peer respect	Inspires respect from other leaders - both Aboriginal and Torres Strait Islander, and other leaders. Leads discussions, maintains discipline and encourage contributions.		
Sense of humour and charisma	Laughs at themselves and is able to relieve tense or stressful situations with humour. Able to create enthusiasm for ideas in members and partners.		
Delegation and teaching skills	Trusts others and shares some authority with them. Shares skills and knowledge. Mentors others.		