



# **Aspiring Leaders Learning Hub He ara whakapiki**

Reflective journal



# **Te Hautū i roto i Te Ratonga Tūmatanui | Leading in the Public Service**

## **Spirit of service**

How do you embody the spirit of service in your everyday work?

And how do you role model it in your community and outside of the work environment?



# Te Hautū i roto i Te Ratonga Tūmatanui | Leading in the Public Service

## Public Sector Act

What principles resonated with you?

How do you live the Public Service values as a public servant?



# Te Hautū i roto i Te Ratonga Tūmatanui | Leading in the Public Service

## Māori Crown Relationship

How do you support the Māori Crown relationship in your role and/or agency?

Within the Individual Capability Framework, what two areas do you need to focus on?



# Te Hautū i roto i Te Ratonga Tūmatanui | Deciding to become a leader

## The role of a leader

Think about what leadership is and your motivation to move into leadership – what do you need to consider before making the move?

Think about the leadership styles and situations and when you might apply them, or how they would apply to a team?



# Te Hautū i roto i Te Ratonga Tūmatanui | Deciding to become a leader

## Advice for leaders

Think about a leader that you know who has inspired you? What leadership qualities do they display?

What motivates you to become a leader? What skills do you already have?

# Te Hautū i roto i Te Ratonga Tūmatanui | Deciding to become a leader

## Strengths

Thinking about the strengths you have identified, how can you build on these and set some SMART goals for your development?

What are you learning about yourself? How can this awareness help you in being successful in your development?

# Te Hautū i roto i Te Ratonga Tūmatanui | Deciding to become a leader

## Transferable skills

Think about the volunteering or community work that you have done – what skills could you use to demonstrate leadership capabilities and/or potential?



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## Growth mindset

Can you think of a time your mindset impacted negatively on an opportunity or challenge? What can you learn from this experience?

How would you describe growth mindset to others, and how you are able to reframe your thinking?



# Te Hautū i roto i Te Ratonga Tūmatanui | Deciding to become a leader

## Curiosity

How naturally curious are you or is this an area you need to stretch yourself? How can you do this?

Is there work happening in your team that interests you but you are not directly involved in, how could you engage?

# Te whakawhiti kōrero | Communication

## Effective communication

Thinking about the communication styles – which one do you use more naturally, and do you need to adjust this for different situations?

What communication methods do you use, and are there some you need to develop and improve?

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## Te whakawhiti kōrero | Communication

### Questioning

What question techniques do you currently use, and what could you add to your conversations?

What are three questions that you can use to practice and show curiosity?

# Te whakawhiti kōrero | Communication

## Active listening

How can you practice great listening to build this as a transferable skill for the future?

What are your most common reasons for not listening well?

## Te whakawhiti kōrero | Communication

### Feedback

If you've had the opportunity to give feedback to others in the past, what has gone well/didn't go well?  
What would you do differently next time?

## Te whakawhiti kōrero | Communication

### Networking

What networks have you created at work?

What other networks could you engage in to help with your work/career?

# Te whakaaweawe | Influencing

## Influence

What are your strengths when it comes to influencing others? How do you build relationships and networks that will support your work?



## **Te whakaaweawe | Influencing**

### **Delegation with no formal influence**

What is holding you back from delegating to others?

Is there a task you regularly do even though you are aware another individual in the team has the skills to complete it?

The logo for Te Whakaaweawe is a stylized, symmetrical design in white and light green. It features a central vertical element with a triangular shape at the top, flanked by two large, curved, leaf-like or feather-like shapes that mirror each other. The design is intricate, with many small, curved lines and patterns.

## Te whakaaweawe | Influencing

### Coaching (self and others)

Have you coached someone at work or for a project? What was the outcome? Is there something you would do differently next time?

What do you see as the main benefits of having a coach for your own development?

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## Te whakaaweawe | Influencing

### **Mentoring (self and others)**

What do you see as the main benefits of having a mentor for your development?

Have you been a mentor for someone else? What was the outcome or benefit for the other person? How could being a mentor help build your leadership skills?



## Te ārahi i te kāhui | Leading a team

### Effective collaboration

What can you do to improve the way that you and your team collaborate with each other and the wider organisation?

## Te ārahi i te kāhui | Leading a team

### Effective prioritisation

How could you apply the big rocks theory in your current work? What filled your jar this week? Did you start with the rocks?

How could you make your development a big rock?

## **Te ārahi i te kāhui | Leading a team**

### **Resilience and wellbeing**

Thinking about the four pillars in Te Whare Tapa Whā model, what is one thing you could do right now to build and restore your personal resilience and wellbeing?

How do you role-model resilient behaviour within your team?



## **Ka aha ināianeī? | What's next?**

### **Transitioning into leadership**

How will you prepare for the shift into leadership?

What challenges do you anticipate, and how will you navigate these?

## **Ka aha ināianeī? | What's next?**

### **Strategic thinking**

What does 'leading strategically' look like in your context?

How can you demonstrate or enhance your strategic thinking skills?



## Ka aha ināianeī? | What's next?

### Opportunities

What development opportunities can you identify in your workplace?

How will this support your development and career progression?



# Congratulations

on completing the activities in the Aspiring Leaders Learning Hub!

The Leadership Development Centre (LDC) delivers programmes, resources and experiences that help public servants grow the breadth and depth of their career.

You can learn more about the range of leadership development programmes, resources and services we offer on our website: [ldc.govt.nz](https://ldc.govt.nz)