



Leadership Expectations guidance for managers

This guide:
supports **Building Leadership Impact**

provides you with space and time to think deeply about your staff and where they are adding value or getting derailed
helps you generate open and honest conversations with your staff
assists you to articulate what are real strengths or what behaviours need to develop.
encourages you to think about what part you play in fostering and supporting the behaviours of your staff.

[Measuring expected behaviours for my staff](#) provides guidance on how to measure staff members expected behaviours at their leadership context. Included is a [Behaviour assessment of staff](#) tool. If you choose to assess their behaviours, get each of your staff to individually complete the same process and undertake personal reflection. They can read [Measuring my expected behaviours](#) and then complete the [Behaviour self assessment](#).

This process:

gives them space and time to reflect on their behaviours
reduces the likelihood of defensiveness as they take the lead in reviewing their own behaviours which makes it easier to explore differences in your assessments
helps to generate a more positive and constructive conversation between you which can