

# Figure 1. Leadership Competencies

Adapted from AONL Leader Within Competencies<sup>11</sup> & The Leadership Development Model for Positive Change<sup>12</sup>

## Reflective Practice

Individual, organizational & societal values that influence decision making

*Examples:*

- Journal reflection
- Identifying individual values & alignment with organization & societal expectations

## Foundational Thinking

Understanding of leadership principles & application

*Examples:*

- Observe leadership principles in action
- Correlation foundational principles to real-world scenarios

## Career Development

Recognizing & responding appropriately to career opportunities & challenges

*Examples:*

- Create professional career plan
- Define measures of progress
- Evaluate alignment of professional activities & career goals

## Accountability

Participation in lifelong learning

*Examples:*

- Identify knowledge gaps & opportunities for growth
- Prioritize self-care behaviors
- Integrate work-life balance boundaries early on

