



**LUND**  
UNIVERSITY

## **POLICY FOR ACADEMIC LEADERSHIP AT LUND UNIVERSITY**

### **- SELF REFLECTION AND SELF-ASSESSMENT TOOL**

Reflect and assess your leadership based on the competencies that characterize a successful and well-developed academic leadership at Lund University. Use the following five statements below.

**5. Works very well today and feels safe**

*What do you need to do to maintain this level?*

**4. Works well, but needs to develop more**

*How can you develop?*

**3. Works ok, but I need to develop my competencies**

*Which competencies do you need more of, or need to develop?*

**2. Doesn't work so well**

*What you need to be able to improve?*

**1. Doesn't work in my leadership**

*What do you need to get it to work?*

- 1. Understand the implications of Lund University's responsibility in relation to research, education and external engagement. This includes understanding the implications of one's own area of responsibility and Lund University's organisation, governance, management and finances.**

Assessment            5                    4                    3                    2                    1

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- 2. Have a national and international understanding of the surrounding world, be able to carry out situation analyses and understand new contexts across cultural, sectoral and national boundaries.**

Assessment            5                    4                    3                    2                    1

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- 3. Have an inquisitive approach to the development of Lund University, their organisation and staff members. This means looking at the big picture and being open, present and responsive to new perspectives by inspiring and promoting innovation.**

Assessment            5                    4                    3                    2                    1

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- 4. Have a developed strategic approach by formulating objectives and tasks and evaluating activities while safeguarding day-to-day activities.**

Assessment            5                    4                    3                    2                    1

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- 5. Lead individuals and groups, delegate, clarify responsibilities and recognise the potential of individuals. This also includes showing trust, providing support and challenging employees with the aim of developing the individual, group or organisation.**

Assesement            5                    4                    3                    2                    1

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- 6. Have a well-developed capacity for communication internally and externally and create conditions for dialogue and support.**

Assessment            5                    4                    3                    2                    1

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- 7. Demonstrate an empathic approach, a high level of ethical awareness and the ability to reflect on the organisation, staff and one's own leadership. This also includes being able to recognise your own need for support.**

Assessment            5                    4                    3                    2                    1

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- 8. Have integrity and the courage to understand the issues, analyse, justify and then make informed, difficult and challenging decisions.**

Assessment            5                    4                    3                    2                    1

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**9. Have self-awareness and the ability to balance the different elements of an academic leadership in terms of the relationship between collegiality and line management.**

Assessment	5	4	3	2	1
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**OTHER REFLECTIONS AND THOUGHTS**

What do you need to know, feel and do to feel more secure in your leadership?

Know: \_\_\_\_\_

Feel: \_\_\_\_\_

Do: \_\_\_\_\_

If you were given the opportunity to develop your leadership based on the reflections and self-assessment you have now made, what would that mean for you in your role as a leader at Lund University?

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