

DEVELOPING YOUR LIVED EXPERIENCE LEADERSHIP

A REFLECTION TOOL

Lived experience leadership cannot be defined only in terms of a specific role or position. It takes many forms, inside and outside of organisations and formal settings. Lived experienced leadership encompasses a collection of skills, qualities, strengths, values and behaviours that are utilised in the effort for systemic change.

This tool will assist you to recognise your strengths and identify gaps in your lived experience leadership across the different domains. It will encourage you to decide on priorities for development and create a plan to meet your goals, whether you see yourself as a leader or not!

INSTRUCTIONS

Section one: Think about your reasons and motivation for involvement. Reflect on the practical considerations of participation. Identifying your requirements ahead of time, will help you select opportunities that match. Connecting to your “why” allows you to stay focussed on your purpose as you progress your journey while enabling you to recognise when something your involved in is no longer appropriate for you.

SECTION ONE: REFLECTING ON THE WHY? AND THE HOW?

1. What is motivating your involvement? Why do you want to be involved?
Click or tap here to enter text.
2. What is your capacity? What needs to be considered or negotiated so that you can participate?
Click or tap here to enter text.
3. What support is available to you? Where will you find the support, you need?
Click or tap here to enter text.
4. How do you get feedback from others? How do you know if you are doing a good job?
Click or tap here to enter text.

SECTION TWO – REFLECTING ON LIVED EXPERIENCE LEADERSHIP SKILLS AND ACTIONS

Section two: Consider the different skills and actions that characterise lived experience leadership and select the statement that is most fitting to you. At the end of the section reflect on any patterns you notice, or insights gained to inform your responses to the three summary questions.

CENTRES LIVED EXPERIENCE

- 1 I am confident that my lived experiences gives me important perspectives to contribute and is valuable.
☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
☐ I am comfortable ☐ I am confident and can role model
- 2 I know how and when to share my story in a way that feels comfortable to me and so that it has impact.
☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
☐ I am comfortable ☐ I am confident and can role model



3 I link individual experiences to broader systemic issues

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

4 I consider the impact of my decisions on others with lived or living experience

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

5 I can put my own interests to one side and represent key issues identified by my community

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

STANDS UP AND SPEAKS OUT

1 When someone disagrees with me, I don't take it personally or hold it against them

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

2 I can determine when its ok to compromise and when we need to stand strong

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

3 I am resilient in the face of adversity

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

4 I share perspectives in a way that is logical and convincing

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

5 I am comfortable having challenging conversations, I remain calm and respectful

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

NURTURES CONNECTED AND COLLECTIVE SPACES

1 I have strategies to help me stay connected and accountable to the community I am representing

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

2 I can identify strengths in others and draw out quiet voices

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

3 I know the things that cause me distress or stress and I have strategies to minimise the impact

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

4 I am good at listening and focussing on what others say without interrupting

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

5 I advocate for strategies that maximise consumer involvement

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

LEADS CHANGE

1 I am good at finding creative solutions to problems

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

2 I lead by example, not just by words

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

3 I am good at staying focussed on the vision I am committed to

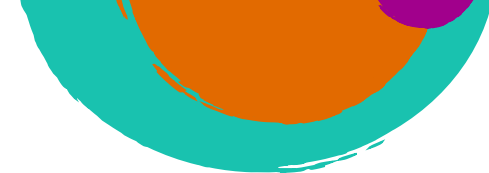
- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

4 I am able to bring the discussion back to the relevant issue

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

5 I know how I can influence government policies and systems

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |



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MOBILISES STRATEGICALLY

- 1 I am good at networking and building relationships with stakeholders
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model
- 2 I have good understanding of the system or sector I am advocating in
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model
- 3 I am able to identify various stakeholders, their positions and the constraints they are working within
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model
- 4 I know how to use policy in advocacy, to support accountability and to guide the work I do
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model
- 5 I know the roles and opportunities that are suited to my goals and strengths
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model

CHAMPIONS JUSTICE

- 1 I ask questions to make sure I get all the information I need
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model
- 2 I can recognise when there is unequal power and I try to implement strategies to address it
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model
- 3 I can identify if I or someone else has a potential conflict of interests and am comfortable raising it
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model
- 4 I promote diverse representation and strategies that make space for other voices
 - ☐ It's a new idea or skill
 - ☐ I'm starting to develop in this area
 - ☐ I have some experience
 - ☐ I am comfortable
 - ☐ I am confident and can role model

5 I understand the principles of human rights, social justice, inclusion and trauma informed practice and can apply it to my work

- ☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
☐ I am comfortable ☐ I am confident and can role model

SECTION TWO SUMMARY

a. Have your responses in this section highlighted any strengths that are not being utilised or identified any areas for improvement?

Click or tap here to enter text.

b. Do you have any goals related to this section?

Click or tap here to enter text.

c. What steps will you take to achieve your goals?

Click or tap here to enter text.

SECTION THREE – REFLECTING ON LIVED EXPERIENCE LEADERSHIP ROLES

Section 3: If you are already in a leadership, decision making, or advocacy role complete the first set of questions and any subsection that relates specifically to your role otherwise skip this section.

REFLECTING ON MY ROLE OR POSITION

1 I am clear on about the purpose of my role

- ☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
☐ I am comfortable ☐ I am confident and can role model

2 I understand the legal, financial and ethical responsibilities that relate to my role

- ☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
☐ I am comfortable ☐ I am confident and can role model

3 I know where to get the information I need to fulfill the duties of my role

- ☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
☐ I am comfortable ☐ I am confident and can role model

4 I understand the language that is used (jargon)

- ☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
☐ I am comfortable ☐ I am confident and can role model

5 I am aware of the government policies that affect my work

- ☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
☐ I am comfortable ☐ I am confident and can role model

REFLECTING ON MY MEETING SKILLS

1 I know the role of a chair and the way that they can support me in my role

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

2 I understand general meeting process and protocol and know what to expect

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

3 I always make sure I have prepared by reading any documents before the meeting and doing the additional work I may need to do, so that I can fully participate

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

4 I understand the role and importance of the minutes

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

REFLECTING ON MY GOVERNANCE AND BOARD PRACTICE

1 I know what the role of a board is and the principles of good governance

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

2 I am confident that I am fully aware of my legal responsibilities on a board

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

3 I know the difference between governance and management

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |

4 I can read the financial reports and ask appropriate questions to ensure I am adhering to my legal responsibilities as a board member.

- | | | |
|---|---|---|
| <input type="checkbox"/> It's a new idea or skill | <input type="checkbox"/> I'm starting to develop in this area | <input type="checkbox"/> I have some experience |
| <input type="checkbox"/> I am comfortable | <input type="checkbox"/> I am confident and can role model | |



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5 I know how to contribute to developing a safe organisational culture that values lived experience, the needs of service users and staff

- ☐ It's a new idea or skill ☐ I'm starting to develop in this area ☐ I have some experience
- ☐ I am comfortable ☐ I am confident and can role model

SECTION THREE SUMMARY

a. Have your responses in this section highlighted any strengths that are not being utilised or identified any areas for improvement?

Click or tap here to enter text.

b. Do you have any goals related to this section?

Click or tap here to enter text.

c. What steps will you take to achieve your goals?

Click or tap here to enter text.

SECTION FOUR – THE TAKE AWAYS

Section 4: Reflect on your strengths across all the questions, consider insights you have gained and the goals you have identified to help you decide on priorities and actions.

a. Taking all the questions into account list some of your strengths

Click or tap here to enter text.

b. Considering the goals, you have identified across the different sections, decide on one goal you can achieve over the next 6 months and the steps you can take to do that

Click or tap here to enter text.

c. Taking the goals into account from across all the sections, decide on one goal can work towards over the next two years and the steps you can take to do that

Click or tap here to enter text.