

## SEE Member Development Skills Portal – Example Reports

### Individual Councillor Strengths and Development Needs

#### Summary Skills Assessment

On this page you can view your self assessed areas of strength and areas for further development

#### Areas of Strength

The following are areas where you have self assessed yourself as "Expert".

<input checked="" type="checkbox"/>	<b>Partnership Working</b>
	I achieve goals by maintaining focus and co-ordinating others.
<input checked="" type="checkbox"/>	<b>Communication Skills</b>
	I listen to others, check for understanding and adapt my own style when necessary.
<input checked="" type="checkbox"/>	<b>Political Understanding</b>
	I look for ways to promote democracy and increase public engagement.
	I work across political boundaries without compromising political values.

#### Areas for Development

The following are areas where you have self assessed yourself as "Developing".

<input checked="" type="checkbox"/>	<b>Local Leadership</b>
	I engage with the community, canvass opinion and look for new ways of representing people.
	I keep up-to-date with local concerns by drawing information from diverse sources, including hard to reach groups.
	I mediate fairly and constructively between people and groups with conflicting needs.
	I act as a champion for others by campaigning with enthusiasm courage and persistence.
<input checked="" type="checkbox"/>	<b>Partnership Working</b>
	I build good relationships with colleagues, officers and community groups.

### Signposted Learning Interventions (based on assessment)

Competency	% Responses from	
	You	Your 360° contributors
Local Leadership	66	33
<b>Learning Solution Name</b>	<b>Details</b>	
<a href="#">ASPIRE Leadership Programme (SEE)</a>	This leadership programme will explore power, influencing, impression management, working with different operational styles and creative problem-solving.	
<a href="#">Assertiveness (SEE)</a>	This one-day course aims to help participants understand the concept and benefits of behaving assertively and to start to develop a range of assertive techniques.	
<a href="#">Audio CD for Councillors (SEE)</a>	An audio CD looking at the skills involved in chairing meetings, the influential councillor, skills of coping, and how to make a speech.	
<a href="#">Cabinet Member for your Ward (Leadership Centre for Local Government)</a>	This booklet explores the issues surrounding listening and talking to the ward, working with residents and officers, developing partnerships, and working with other ward members.	
<a href="#">Community Leadership (IDeA)</a>	This member workbook focuses on the meaning of community leadership, including advocacy and leadership characteristics.	
<a href="#">Community Leadership Learning Module (PtP)</a>	A comprehensive toolkit including the documents Your Role as a Ward Councillor, and Models of Good Leadership.	
<a href="#">Councillor Role Mentoring (IDeA)</a>	Councillor role mentoring works with a small group of councillors from one local authority or councillors with similar roles from a number of councils. Role mentoring is for councillors wishing to improve their personal effectiveness, internal and external relationships, and strengthen their community leadership role.	

### Individual 360 Analysis

Local Leadership	Your self assessed skill level	Average self and contributor assessed levels			N/A
		Developing	Competent	Expert	
Local Leadership					
I engage with the community, canvass opinion and look for new ways of representing people.	Developing		X		0
I keep up-to-date with local concerns by drawing information from diverse sources, including hard to reach groups.	Developing		X		0
I encourage trust and respect by being approachable and empathising with others.	Competent			X	0
I create partnerships with all sections of the community and ensure their participation in decision making.	Competent	X			0
I mediate fairly and constructively between people and groups with conflicting needs.	Developing	X			0
I act as a champion for others by campaigning with enthusiasm courage and persistence.	Developing	X			0

## Combined Analysis

### Political Skills

Expand/Collapse All

	Skill level			
	Developing	Competent	Expert	Not applicable
<b>Local Leadership</b>				
I engage with the community, canvass opinion and look for new ways of representing people.	4	4	5	
I keep up-to-date with local concerns by drawing information from diverse sources, including hard to reach groups.	2	5	5	
I encourage trust and respect by being approachable and empathising with others.		4	6	1
I create partnerships with all sections of the community and ensure their participation in decision making.		5	5	1
I mediate fairly and constructively between people and groups with conflicting needs.	3		5	3
I act as a champion for others by campaigning with enthusiasm courage and persistence.	2	4	5	

## Learning Preferences (Other data captured can be analysed in same way)

