

Understand Your Leadership RISC Profile



This activity is designed to help you understand your leadership RISC profile, including how reliable, involving, sincere, and competent, you present as through your actions.

Read the examples behaviours below, and rate how often you demonstrate the behaviour in your leadership style. Note down any other behaviours that are not listed, but that you see as important.

RISC Area	Behaviours	Self-Assessment					Other behaviours:
		Almost Never	Rarely	Some-times	Often	Almost Always	
Reliability	My word is my bond: I am rigorous about following through and delivering on promises.						
	I communicate if things change: When I am unable to fulfil a promise I immediately communicate with the people concerned.						
	I am consistent and predictable: People know what to expect from me, and they get it.						
Involvement	I put myself in others' shoes and ask them questions: I consider the needs and perspectives of others, by picturing myself in their situation.						
	I seek to find mutually beneficial solutions: It's more important that we find an outcome that benefits both of us.						
	I achieve my goals by helping others to achieve theirs: I like achieving, but I see it as an outcome not a goal.						
Sincerity	I make an effort to get to know people: I take an interest in others, I ask questions to find out what's important to them.						
	I'm known to be discreet: People talk to me about personal or professional issues, because they know I keep things confidential.						
	I'm honest and open with others: I share how I feel honestly and openly; people feel like I'm giving them the whole picture.						
Competence	I am really good at what I do: I have a lot of expertise in my area, and people recognise me for that						
	I have strong credentials: My education and experience are viewed positively by others .						
	I communicate logically and clearly: What I say makes sense to others, and people complement me on it.						

Turn over to see some practical strategies to close the gap between your strong and not so strong RISC areas.

Quick Tips to Enhance Your RISC Profile

Below are descriptions of the key areas of the RISC leadership Profile, as well as some quick tips to enhance each area. Try adding your own tip to each section.

Reliability

Reliability is about whether people think you are dependable and can be trusted to behave in consistent ways.

A few ways to enhance Reliability:

1. Be consistent
2. Stick to commitments, whether large or small
3. Make sure meetings have clear goals, not just agendas, and ensure goals are met
4. _____

Involvement

Involvement refers to the safety or security that we feel when entrusting someone with something. It also includes how often we seek the advice and consideration of others for decisions that have an impact on them.

A few ways to demonstrate involvement:

1. Let the other person fill the empty spaces in conversations (be comfortable with silences)
2. Use open-ended questions
3. Focus on defining the problem, not guessing the solution
4. _____

Sincerity

There is no greater source of distrust than people who appear as insincere. Sincerity is all about behaving and acting in a way that is authentic.

A few ways to enhance sincerity:

1. Build relationships with people
2. Be genuine
3. Be transparent
4. _____

Competence

Competence is the area most commonly achieved. It focuses on technical expertise and presence.

A few ways to enhance competence:

1. Take the time to learn and teach things properly
2. Avoid saying things that others may construe as misinformation
3. Know where your skill gaps are and put in effort to developing these
4. _____

Stop and Reflect

- Which area do you need to work on the most?
- What was your strongest area?
- Can you use your strengths to help you develop in another area?