



WUN Thrive Leadership Ladder- Self-Assessment & Next Steps

This self-assessment is designed to help you reflect on where you are in your leadership journey and consider your next steps for growth. The Thrive Leadership Ladder recognises that leadership is a journey – one that begins with self-awareness and evolves towards creating wider impact across teams, organisations, and the industry.

Thrive Leadership Ladder - Summary of the Stages



Leading Yourself - Building Personal Awareness

Focus: Confidence, resilience, and authenticity. Outcome: Leading with clarity and self-belief.



Leading Teams - Creating an Inclusive Culture

Focus: Collaboration, psychological safety, and diversity. Outcome: High-performing, engaged, and inclusive teams.



Leading Across Functions - Driving Influence

Focus: Influence beyond your team, cross-functional leadership. Outcome: Organisational impact through wider influence.



Leading the Business - Shaping Strategy

Focus: Strategic thinking, innovation, and leading through change. Outcome: Driving business direction and decision-making.



Leading the Industry – Becoming a Changemaker

Focus: Advocacy, thought leadership, and mentoring.

Outcome: Inspiring and shaping the future of the utilities sector.

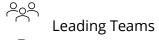




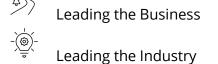
Step 1: Where Are You Now?

Select the stage that best describes your current focus and position:

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Step 2: Reflection

Why did you choose this stage?

What would moving to the next stage look like for you?

What development areas or experiences could help you get there? (e.g. stretch experiences, visibility, etc.)

Who can support you on this journey?





Step 3: Personal Commitments

One mindset shift I want to make:
What is my next step?
This tool is for you—to support honest reflection and intentional leadership growth.
Take ownership of your journey and Thrive!