



## 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:



Leading Yourself



Leading Teams



Leading Across Functions



Leading the Business



Leading the Industry

## 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!