

Title	Describe leadership principles and qualities in a health or wellbeing setting		
Level	4	Credits	4

Purpose	People credited with this unit standard are able to describe leadership principles and qualities in a health or wellbeing setting.
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Classification	Health, Disability, and Aged Support > Health and Disability Principles in Practice
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Available grade	Achieved
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Guidance Information

- 1 Evidence generated for assessment against this standard must reflect the legislative and regulatory requirements specified in:
 - Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996;
 - Health and Disability Services (Safety) Act 2001;
 - Health Practitioners Competence Assurance Act 2003;
 - Health and Safety at Work Act 2015;
 - Human Rights Act 1993;
 - Privacy Act 2020;
 available at <http://www.legislation.govt.nz/>.

- 2 New Zealand Standards relevant to this unit standard include:
 - NZS 8134.0:2008 *Health and disability services (General) Standard*;
 - NZS 8134.1:2008 *Health and disability services (Core) Standards*;
 - NZS 8158:2012 *Home and Community Support Sector Standard*;
 available at <https://www.standards.co.nz/>.

- 3 Definitions
 - *Health or wellbeing* setting includes but is not limited to – the aged care, acute care, community support, disability, mental health, rehabilitation, social services and youth development sectors.
 - *Peer leadership* refers to providing leadership within a team without being delegated the position formally in a health or wellbeing setting, and may include role modelling, dealing with conflict, problem-solving, delegation, negotiation, providing guidance, motivating self and others, creating and maintaining positive environments, encouraging self-awareness, development of colleagues and empowering others.

- *Personal leadership* refers to taking personal responsibility for own development and contributing to the team development in a health or wellbeing setting, and may include self-awareness, self-reflection, obtaining feedback from others, taking responsibility, professional development and career planning.

4 This unit standard cannot be assessed against in a simulated environment. For assessment, candidates must demonstrate competence in the workplace through paid or unpaid employment, or in service provider workplace placements.

Outcomes and performance criteria

Outcome 1

Describe leadership principles and qualities in a health or wellbeing setting.

Performance criteria

1.1 Peer leadership principles are described in terms of roles and responsibilities in the context of own workplace.

Range roles and responsibilities may include but are not limited to – role modelling, dealing with conflict, problem-solving, delegation, direction, negotiation, providing guidance, motivating self and others, creating and maintaining positive environments, encouraging self-awareness and development of colleagues, empowering others, feeding back; evidence is required of a situational example for four roles and responsibilities.

1.2 Personal leadership principles are described in terms of responsibilities in the context of own workplace.

Range responsibilities may include but are not limited to – self-awareness, self-reflection, obtaining feedback from others, taking responsibility, professional development, planning; evidence is required of a situational example for four responsibilities.

1.3 Leadership qualities are described in terms of behaviours that demonstrate principles of effective leadership in the context of own workplace.

Range behaviours may include but are not limited to – empathy, objectivity, transparency, accountability, responsibility, honesty, integrity, assertiveness, consistency, ethical and professional conduct; evidence is required of a situational example for four qualities.

Planned review date	31 December 2025
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	18 June 2015	31 December 2023
Review	2	25 February 2021	N/A
Rollover	3	16 December 2021	N/A

Consent and Moderation Requirements (CMR) reference	0024
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This CMR can be accessed at <https://www.nzqa.govt.nz/framework/search/index.do>.

Comments on this unit standard

Please contact Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council qualifications@toitutewaiora.nz if you wish to suggest changes to the content of this unit standard.