

Aspirant Chair Talent Programme
Leadership Competency Framework Self-Assessment
for initial consideration of suitability for programme

This recommended light touch self-assessment is designed to provide an opportunity for yourself and your sponsor to consider the senior leadership competencies and your level of readiness to transition into a Chair role within the next 12-18 months maximum.

The process for using this self-assessment is as follows:

1. Complete the self-assessment table below in partnership with your Chair during a talent conversation. The self-assessment will further support the decision of your suitability to apply for the Aspirant Chair Talent programme. We expect those who are suitable for the programme to be in the 'transition' category for all six of the competencies.
2. If it is identified that you are suitable to be nominated to apply for the programme, your Chair should send the completed self-assessment back to england.aspchair@nhs.net. Once your Chair has been in contact with us, you will then be sent a link to complete the online application by midday Friday 23rd January 2026, where you will also be asked to upload your completed [Sponsorship Declaration Form](#).

There are 3 levels you can assess for each competency:

Insight – This level should be considered for those who are in the formative stage of developing this competency.

Growth – This level is for those who are displaying this competency, however, still have some growth and learning to undertake.

Transition – This level is for those who are meeting this competency or are close to meeting this with some minor support and are getting close to transitioning into the Chair role.

Name of NED completing this self-assessment:

Job Title:

Organisation:

E-mail:

Name of Chair:

Competency	Ready for Insight	Ready for Growth	Ready for Transition	Comments to support your decision (This may be helpful if you proceed to application)
<p>1. Driving high-quality and sustainable outcomes</p> <p>‘What good looks like’ - The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.</p>				
<p>2. Setting strategy and delivering long-term transformation</p> <p>‘What good looks like’ - The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.</p>				

Competency	Ready for Insight	Ready for Growth	Ready for Transition	Comments to support your decision (This may be helpful if you proceed to application)
<p>3. Promoting equality and inclusion, and reducing health and workforce inequalities</p> <p>‘What good looks like’ - The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities and promotes inclusion.</p>				
<p>4. Providing robust governance and assurance</p> <p>‘What good looks like’ - The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.</p>				

Competency	Ready for Insight	Ready for Growth	Ready for Transition	Comments to support your decision (This may be helpful if you proceed to application)
<p>5. Creating a compassionate, just and positive culture</p> <p>What does good look like? - As a board member I contribute to the development and ongoing maintenance of a compassionate and just learning culture, where staff are empowered to be involved in decision making and work effectively for their patients, communities and colleagues. As a member of the board, we are each committed to continually improving our approach to quality improvement, including taking a proactive approach and culture.</p>				
<p>6. Building trusted relationships with partners and communities</p> <p>What does good look like? - I am part of a board that recognises the need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities and our workforce. We are seen as leading an organisation that proactively works to strengthen relationships and develop collaborative behaviours to support working together effectively in an integrated care environment</p>				