

Talent spotting – what to listen out for

We asked those wanting to become new managers or deputies what motivated them. If you hear similar comments from your colleagues, you may wish to start looking into development opportunities.

Leads by example	“I feel I have the potential to provide the inspirational leadership needed to bring this about.”
Strives for perfection	“I would like to improve my skills so that I can improve the services and set up and manage more in the future. I also want to ensure that my service is run to the best of its ability from the start off.”
Professional	<p>“I would like to learn about different management styles, so I know which style would best suit me in order to manage to the best of my ability.”</p> <p>“My progression within the service over many years demonstrates my commitment to my own professional and personal development.”</p>
Well-organised	“I’m a very organised and proactive person who’s always keen to work out solutions to any problems which arise.”
Self-motivated	“I personally feel committed and ready to take on a role that includes more responsibility.”
Resilient	“I’m able to work alone or in a group. I can take control of situations when needed.”
Committed to developing and supporting others	<p>“I feel confident when supporting other members of staff and helping them deal with issues.”</p> <p>“I would like to become more assertive and confident when dealing with our staff and their problems.”</p> <p>“I have mentored new starters and helped with their progress.”</p> <p>“I would like to learn new skills and develop my confidence to take this back into my team.”</p>