

CLeaSAT – Clinical Leadership Self Awareness Tool

This assessment tool, designed to evaluate self-awareness of clinical leadership behaviors, was developed by the Research and Innovation Centre Health and Care, Artevelde University of Applied Sciences, Belgium, in collaboration with the Centre for Nursing Excellence, Ghent University Hospital, Belgium. As a structured instrument, it supports healthcare professionals in reflecting on their clinical leadership competencies, and can be used for both formative assessment and professional development aimed at increasing leadership awareness. Proper citation of the original source is mandatory for every use, dissemination, or publication of results obtained through this tool..

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For any questions regarding the use of this tool or the correct citation, please contact:

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Subscale : Clinical expertise

The following statements assess the extent to which you possess **clinical expertise** as a healthcare professional. Please reflect on each statement and indicate to what degree it applies to you.

A score of 0 means that the statement does not describe you at all as a healthcare professional.

A score of 5 means that the statement fully describes you as a healthcare professional.

	0	1	2	3	4	5
I draw connections between observations (clinical reasoning).						
I possess the necessary clinical expertise as a nurse.						
I serve as a point of contact (role model) for colleagues regarding care coordination and clinical questions.						
I am aware of recent developments within my field of practice.						
I perform my tasks autonomously as a healthcare professional (diagnoses, care planning, and interventions).						
I provide information about a treatment based on my own experiences.						

I am able to indicate my own limits in knowledge and skills.							
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Subscale: Effective communication

The following statements assess the extent to which you use **effective communication** skills as a healthcare professional. Please reflect on each statement and indicate to what degree it applies to you.

A score of 0 means that the statement does not describe you at all as a healthcare professional.

A score of 5 means that the statement fully describes you as a healthcare professional.

	0	1	2	3	4	5
I use different forms of communication (verbal and non-verbal) to convey my message.						
I adapt my language to the person I am speaking with.						
I handle conflicts constructively.						
I express appreciation towards team members.						
I provide constructive feedback to others.						

Subscale : Flexibility

The following statements assess the extent to which you possess **flexibility** as a healthcare professional. Please reflect on each statement and indicate to what degree it applies to you.

A score of 0 means that the statement does not describe you at all as a healthcare professional.

A score of 5 means that the statement fully describes you as a healthcare professional.

	0	1	2	3	4	5
I can handle last-minute changes in my tasks.						
I can cope with stressful situations at work.						
I can adapt to the needs of the department where I work.						
I am able to set priorities in my planning.						
I take on additional care tasks when I have the time and capacity.						
I can adopt an objective attitude when decisions are being made.						

I can leave the choice to others and allow myself to depend on them.						
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Subscale : Continuous learning and improvement

The following statements assess the extent to which you adopt **continuous learning and improvement** as a healthcare professional. Please reflect on each statement and indicate to what degree it applies to you.

A score of 0 means that the statement does not describe you at all as a healthcare professional.

A score of 5 means that the statement fully describes you as a healthcare professional.

	0	1	2	3	4	5
I reflect on my own actions.						
I perform tasks in a meticulous manner.						
I feel responsible for my own actions.						
I consider collaboration with different disciplines a valuable contribution to patient care.						
I actively listen when others (patients, colleagues, etc.) tell me something.						
I work according to the mission and vision of the organization.						
I represent the opinion of my patient.						

Subscale: Vision on care

The following statements assess the extent to which you possess a **vision on care** as a healthcare professional. Please reflect on each statement and indicate to what degree it applies to you.

A score of 0 means that the statement does not describe you at all as a healthcare professional.

A score of 5 means that the statement fully describes you as a healthcare professional.

	0	1	2	3	4	5
I spontaneously formulate improvement proposals for our department.						
I coach others during ongoing improvement projects.						
I actively address the strengths and areas of improvement within our department.						
I am good at negotiating.						

I actively and openly question certain rules.						
I am able to network in a work-related context.						

Scoring instructions

Each statement in the CLeaSAT (Clinical Leadership Self-Awareness Tool) is rated on a scale from 0 to 5, where:

0 = this statement does not describe me at all as a healthcare professional

5 = this statement completely describes me as a healthcare professional

Respondents indicate for each item to what extent the statement applies to them in their current professional context.

Subscale scoring:

The subscale score is calculated by taking the **average** of the item scores within that subscale. A higher score reflects a stronger self-perceived presence of the corresponding dimension of clinical leadership.