Figure 1. Leadership Competencies
Adapted from AONL Leader Within Competencies\textsuperscript{11} & The Leadership Development Model for Positive Change\textsuperscript{12}

**Reflective Practice**
Individual, organizational & societal values that influence decision making

*Examples:*
- Journal reflection
- Identifying individual values & alignment with organization & societal expectations

**Foundational Thinking**
Understanding of leadership principles & application

*Examples:*
- Observe leadership principles in action
- Correlation foundational principles to real-world scenarios

**Career Development**
Recognizing & responding appropriately to career opportunities & challenges

*Examples:*
- Create professional career plan
- Define measures of progress
- Evaluate alignment of professional activities & career goals

**Accountability**
Participation in lifelong learning

*Examples:*
- Identify knowledge gaps & opportunities for growth
- Prioritize self-care behaviors
- Integrate work-life balance boundaries early on