

Validation of a leadership capability framework for psychologists working in Australian public sector organisations

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A group of senior psychologists developed a leadership capability framework for psychologists working in Australian public sector organisations, including those in non-psychology specific positions, based on a number of existing leadership frameworks.

This study aimed to validate that framework using a Delphi methodology.

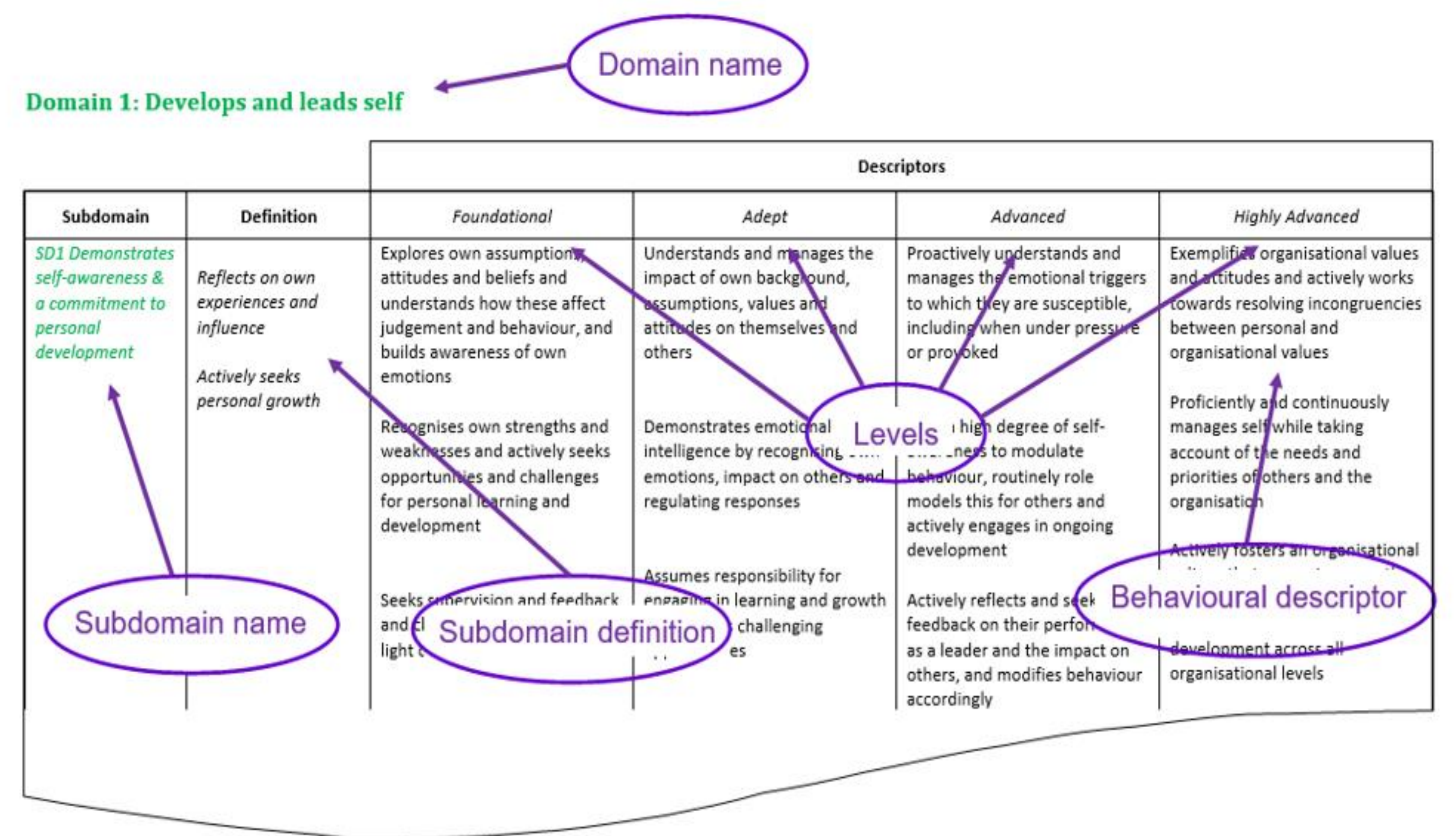
- Psychologists are under-represented in senior leadership roles in public sector organisations, despite possessing relevant knowledge, skills and values.
- Discipline-specific leadership capability frameworks can support leadership growth in professions and inform education and training.

Design & Participants

Two rounds of online surveys; 20 participants completed Round 1 survey (structure, content and utility of the draft framework) & 16 participants completed Round 2 (revisions from Round 1).

Figure 1

Excerpt from the Leadership Capability Framework for Psychologists in Public Sector Organisations in Australia, demonstrating the structure and components of the framework



Results

- ✓ Round 1: Consensus achieved on relevance & importance of overarching Domains & accuracy of behavioural descriptors.
- ✓ Round 2: Major revisions to Subdomains 6 & 10 achieved consensus.
- ✓ 100% agreement the five domains captured the important aspects of leadership relevant to psychologists
- ✓ 85% agreement that Framework was very useful or extremely useful for psychologist supervision processes.
- ✓ All participants rated as useful for psychologists' professional development of leadership capabilities.

Outcomes and Opportunities

- Consensus achieved on the structure and content of the framework in two rounds of review.
- The Framework was rated as useful for supporting self-reflective processes, psychologist supervision and professional development of leadership capabilities.
- It was described as useful for psychologists who aspire to developing leadership capabilities at all levels.
- It continues to be relevant despite new documents (e.g., Psychology Board of Australia Code of Conduct), suggesting it is robust to contextual changes.

The framework is valid for use by psychologists working in Australian public sector organisations and may assist in addressing the under-representation of psychologists in leadership roles.



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Download the Framework

