Leadership for the community

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ProCare Nursing Challenges

- Staff turnover
- Staff burnout
- Underfunding

(ProCare Nursing LTD. , 2025)

Community Care Challenges

- Ageing population/ Increased demands
- Underfunding
- Staff shortages
- High vacancy and turnover rates

(Bottery, 2025)

Leadership Styles in Healthcare:

‘A leader is an individual that is able to inspire, influence and motivate healthcare workers to achieve highest potential and common organisational mission and goal.’

(Bell, 2025)

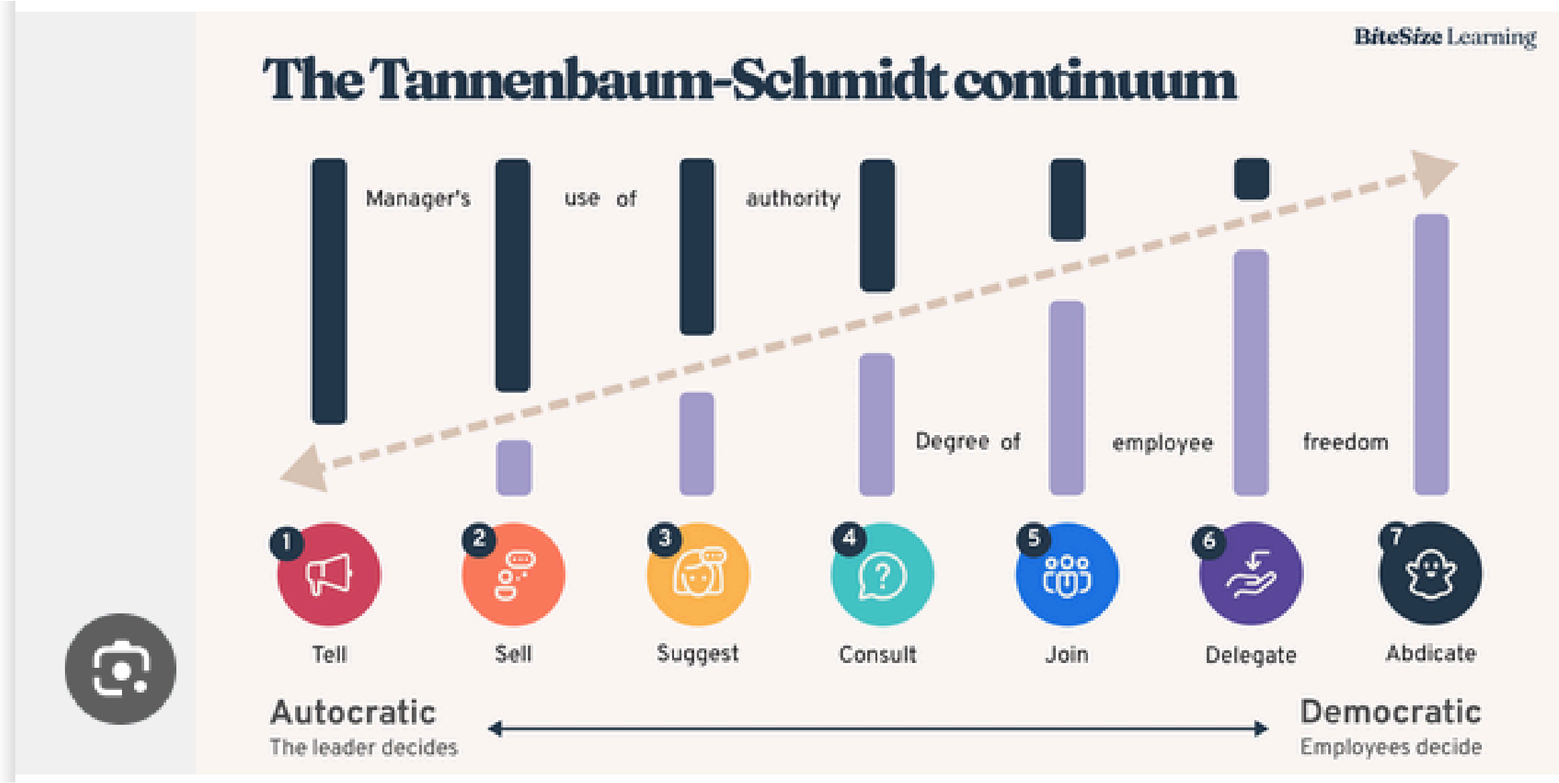
- **Transformational**
- **Democratic**
- **Laizzez-Faire**
- **Autocratic**
- **Servant**

‘ Effective leadership models for nurses has a significant impact on improving the quality of care and overcoming the problems they face in the healthcare system.’

Ergün Arslanlı, S. et al. (2025)

Leadership styles questionnaire

Democratic 22
Authoritarian 17
Laissez-Faire 14



Source: BiteSize Learning

LEADERSHIP TRAITS QUESTIONAIRRE

H17 =SUM(H2:H15)

	A	B	C	D	E	F	G	H	I
1		Rater 1	Rater 2	Rater 3	Rater 4	Rater 5	Avarage rating	Self-rating	
2	Articulate	4	4	4	4	3	3.8	4	
3	Perceptive	4	4	5	4	4	4.2	4	
4	Self-Confident	4	5	3	4	4	4	4	
5	Self-assured	4	4	4	4	4	4	3	
6	Persistent	4	4	5	5	4	4.4	4	
7	Determined	5	4	5	5	4	4.6	4	
8	Trustworthy	5	5	5	5	4	4.8	4	
9	Dependable	5	4	5	5	4	4.6	4	
10	Friendly	5	4	5	5	4	4.6	5	
11	Outgoing	5	4	5	5	4	4.6	3	
12	Conscientious	5	5	4	5	4	4.6	4	
13	Diligent	5	4	4	5	4	4.4	3	
14	Sensitive	5	5	5	5	4	4.8	4	
15	Empathic	5	5	5	5	4	4.8	4	
16									
17	SUMMARY	65	61	64	66	55	62.2	54	
18									

Source: Self-implemented

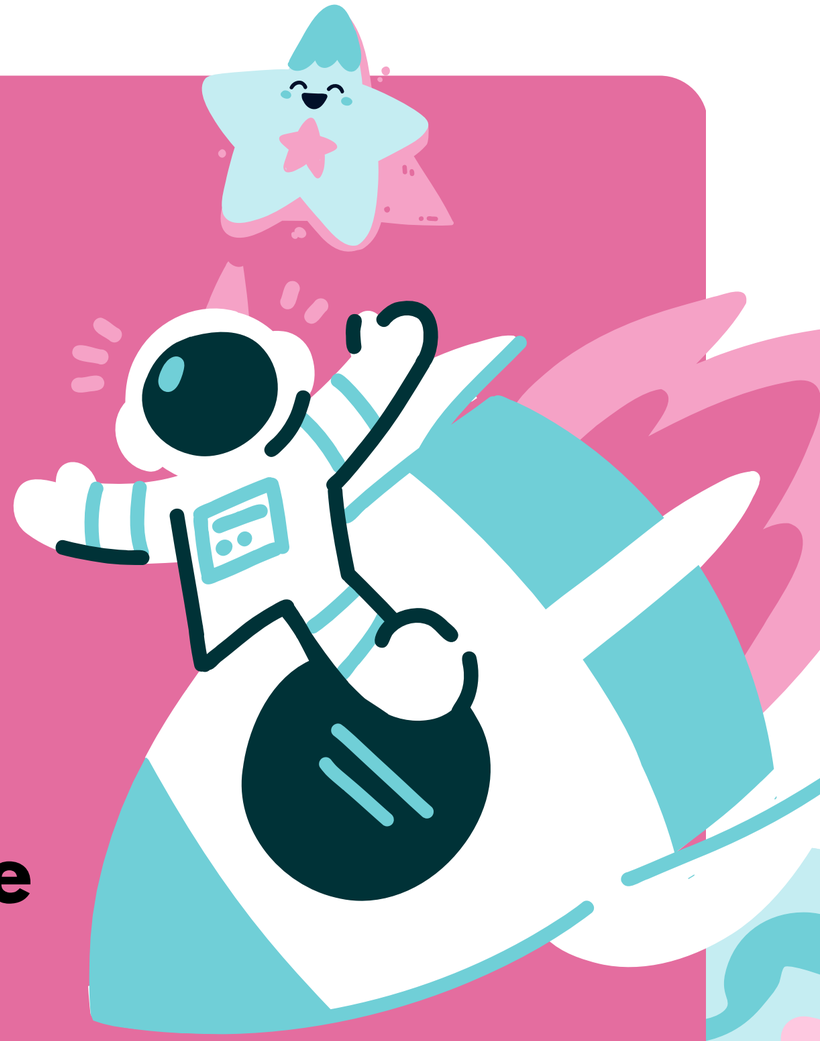
'Feedback is most effective when it is timely, specific, focused on behaviour, framed as an opportunity for improvement, and delivered with tact and sensitivity' (Beck and Dahling, 2026)

Leadership Strengths

Implementer	26
Innovator	23
Encourager	25
Analytic	27
Mediator	24

Task and Relationship Questionnairre

Task Score: 42
Relationship Score: 45



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THANK

YOU