

INDIVIDUAL TRUSTEE SELF-REFLECTION

Self-reflection is an important part of your professional development and will help you to do your role effectively.

Getting started

To get you started, here are some questions you can consider:

What aspects of the role are you enjoying the most?

What aspects of the role are you finding the most challenging?

What have been your main achievements?

Using the code

You can also reflect on your contribution in relation to specific areas outlined in the [Charity Governance Code](#). Below we have outlined some questions that we hope will help you to think about this. Before doing this exercise, review the questions below and decide which are the most useful.

Foundation

Do you have a good understanding of your role and responsibilities? Have you committed to training on these? Do you need any further support?

How have you got to know the charity and its operations?

Organisational purpose

Are you clear on the charity's objectives?

What are the organisations key strategic priorities and challenges?

Can you explain the charity's public benefit?

Leadership

What does good leadership look like for the charity and how have you demonstrated this?

How have you supported the board to work together?

Can you think of a time when you have reflected the organisation's values in your role as a trustee?

Would you agree that you have given enough time to your role as a trustee? Do you feel the expectations on your time are appropriate?

Integrity

How have you considered the charities beneficiaries in your decision making?

Have you disclosed any conflicts of interests?

Do you act with a sense of independence and without undue external influence?

Decision making, risk and control

Do you take the time to prepare for board meetings? For example, by reading board papers in advance and thinking about any issues arising?

Do you have a clear understanding of the matters reserved for the board and those which are delegated?

Can you reflect on how you have approached risk?

Board effectiveness

Would you describe yourself as a team player? Do you have an example of this?

Do you have examples of when you have constructively challenged your fellow trustees?

How have you responded to challenges to your ideas or opinions?

Diversity

Do you value diversity in all its forms? Are you welcoming of difference and diversity?

Have you made any recommendations on how to remove, reduce or prevent obstacles to people being trustees?

Can you think about times when you have modified your own behaviour or approach in order to support diversity? Are there areas where this may be helpful?

Openness and accountable

Can you think of times when you have helped ensure the board operate with transparency?

Have you made yourself available to scrutiny or accountability?

How do you ensure you are considering the interests of your stakeholders in all the decisions you make?

Wrapping up

Are there any areas where you would like more support?

Would you like to set yourself some priorities for the coming year?

Are there any areas in which you would like to develop your skills and or knowledge?

Do you have any feedback for the chair?