**ED PERFORMANCE REVIEW - SELF-ASSESSMENT**

**SECTION 1: KEY COMPETENCY AREAS**

*Please select a rating for each of the key competencies listed below. Using the following rating scale:*

1 - Almost Never 2 - Not Very Often 3 - Some of the Time 4 - Most of the Time 5 - Almost Always

**LEADERSHIP**

1. **Integrity & Honesty**: The ED/Senior Staff Lead leads by example and follows through on commitments.

**1 2 3 4 5**

1. **Inspires & Motivates Staff and Physicians**: The ED/Senior Staff Lead inspires and motivates the staff.

**1 2 3 4 5**

1. **Practices Self-Development**: The ED/Senior Staff Lead effectively accepts feedback from others.

**1 2 3 4 5**

1. **Develops Others**: The ED/Senior Staff Lead is committed to the success of their employees.

**1 2 3 4 5**

**TECHNICAL/PROFESSIONAL**

1. **Entrepreneurial**: The ED/Senior Staff Lead seeks new opportunities to accomplish the organization’s goals.

**1 2 3 4 5**

1. **Innovative**: The ED/Senior Staff Lead encourages new ways of getting the job done.

**1 2 3 4 5**

1. **Financial Management**: The ED/Senior Staff Lead effectively manages the organization’s finances.

**1 2 3 4 5**

1. **Governance Practices**: The ED/Senior Staff Lead maintains productive relationships with the board.

**1 2 3 4 5**

1. **Program Management**: The ED/Senior Staff Lead is committed to the success of the organization’s programs and services.

**1 2 3 4 5**

1. **Strategic Planning**: The ED/Senior Staff Lead has an effective approach for reaching the organization’s strategic goals.

**1 2 3 4 5**

**INTERPERSONAL SKILLS**

1. **Communication**: The ED/Senior Staff Lead is an effective communicator with the staff and community.

**1 2 3 4 5**

1. **Relationship Management**: The ED/Senior Staff Lead handles difficult situations with diplomacy and sound judgement.

**1 2 3 4 5**

1. **Partnership Development & Management**: The ED/Senior Staff Lead garners community support for the organization.

**1 2 3 4 5**

**CHANGE MANAGEMENT**

1. **Develops Strategic Perspectives**: The ED/Senior Staff Lead clearly explains the organization’s strategic goals.

**1 2 3 4 5**

1. **Champions Change**: The ED/Senior Staff Lead successfully represents the organization’s vision, goals and programs.

**1 2 3 4 5**

1. **Change Communication**: The ED/Senior Staff Lead promotes clarity and transparency within the organization.

**1 2 3 4 5**

**SECTION 2: GENERAL PERFORMANCE**

*Please share your thoughts on the following:*

1. Identify at least 2 or 3 things the ED/Senior Staff Lead could be doing to improve as a leader of the organization.
2. Identify at least 2 or 3 things you identify as strengths of the ED/Senior Staff Lead.

**SECTION 3: ADDITIONAL COMMENTS**

*Please share any comments you may have that support your responses, or any additional information that you feel is important.*