Homestead Hospital
BAPTIST HEALTH

RN LEADER SELF-ASSESSMENT

Rating Guidelines

5	Towering Strength	One of the best you've ever seen, outstanding, a rare skill
4	Talented	Better than most, a notable strength, could be a coach in this area
3	Skilled/OK	Competent, does what is expected, like most others
2	Needs Improvement	Results have fallen short, competency not up to standard
1	Career Staller	Unskilled or overused skill that could stall/stop career

Name of Leader: _____

Name of Supervisor: _____

Competency	Definition	Rating 1-5	Development Needs	Development Plan
Business Acumen	Knows how the business works and how to create effective strategies and tactics; understands competition.			
Compassion	Genuinely cares about people; is concerned about their work and non-work problems; is sympathetic to those not as fortunate.			
Customer Focus	Meets expectations of internal and external customers; establishes and maintains effective relationships with customers gaining their trust and respect.			
Developing Direct Reports	Is a people builder; provides stretch assignments; knows each direct report's career goals'; constructs development plans, hold discussions and executes on them.			
Values and Trust	Is a role mode for the Baptist Health Way; practices what he/she preaches; is trustworthy, direct and truthful.			
Organizational Agility	Knowledgeable about how the organization works; knows how to get things done both through formal channels and the informal network.			
Building Effective Teams	Blends people into teams; creates strong morale; fosters open dialogue; defines and shares success in terms of the whole team' creates a feeling of belonging.			
Strategic Agility	Can create competitive and breakthrough strategies and plans; anticipates future consequences and trends accurately; has broad knowledge and perspective.			
Priority Setting	Spends his/her time on what's important; quickly zeros in on the critical few and puts the trivial many aside; eliminates roadblocks; creates focus.			
Drive for Results	Bottom-line oriented; pushes self and others for results; can be counted on to exceed goals successfully; one of the top performers.			

_____ Leader Signature/Date

_____ Supervisor Signature/ Date