Homestead Hospital
BAPTIST HEALTH

RN LEADER PEER PERFORMANCE ASSESSMENT

Employee: **Title:** **Date:**
Department: **Supervisor:**
Rater: **Return by:**

DIRECTIONS:
Two (2) Performance Assessments will be completed on each Nursing Leader. One rater chosen by the individual and one rater chosen by the supervisor. All assessments are returned to the supervisor and the supervisor reviews with the individual. The assessments will be utilized to assist in goal setting.

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

Competency	Definition	Rating 1-5	Comments (Required for 1 or 2 rating)
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.		

Rater Signature:_____ Date: _____