

Individual: _____

Date: _____

Evaluator: _____

In what capacity do you observe this individual? _____

Education/Professional Competency	Referring to ANY of the 11 competencies to the left, list 3 areas of strength and 3 areas for growth. Reference the specific competencies in your response. You may continue comments on additional blank sheets as necessary.
1. Inclusiveness Promotes cooperation, fairness, and equity; shows respect for people and their differences; works to understand perspectives of others; demonstrates empathy; brings out the best in others 2. Working with others Coaches, evaluates, develops, inspires people; sets expectations, recognizes achievements, manages conflict, aligns performance goals with MSA program goals, provides feedback, group leadership; delegates 3. Stewardship and managing resources Demonstrates accountability and sound judgment in managing Program resources in open and effective manner, appropriate understanding of confidentiality, university values; adheres to policies, procedures, and safety guidelines 4. Problem solving Identifies problems, involves others in seeking solutions, conducts appropriate analyses, searches for best solutions; responds quickly to new challenges 5. Decision making Makes clear, consistent, transparent decisions; acts with integrity in all decision making; distinguishes relevant from irrelevant information and makes timely decisions	<i>3 areas of strength:</i>
6. Strategic planning and organizing Understands big picture and aligns priorities with broader goals, measures outcomes, uses feedback to redirect as needed, evaluates alternatives, solutions oriented, seeks alternatives and broad input; can see connections within complex issues 7. Communication Connects with peers, preceptors, and clinical staff, actively listens, clearly and effectively shares information, demonstrates effective oral and written communication skills, negotiates effectively 8. Quality improvement Strives for efficient, effective, high-quality performance in self and the clinical setting; delivers timely and accurate results; resilient when responding to stressful situations that are not going well; takes initiative to make improvements 9. Leadership Motivates others, accepts responsibility; demonstrates high level of clinical acumen; develops trust and credibility; expects honest and ethical behavior of self and others 10. Teamwork Encourages cooperation and collaboration; builds effective teams; works in partnership with others; is flexible 11. Service focus Values the importance of delivering high quality, innovative service to patients; understands the needs of the patient; 'customer service' focus; shares accountability for results provided	<i>3 areas for growth:</i>