



Date: _____

Employee Name: _____ Appraiser: _____
(Please print) (Please print)

Signature: _____ Signature: _____

CORE COMPETENCIES

Directions: *Provide feedback on 2 core competencies: 1 core competency must be Learning and Innovation (mandatory). Include feedback on the yearly CNO identified learning objectives in this area. Choose 1 other core competency of your choice.*

Learning & Innovation (Mandatory Competency) - Identifies learning opportunities and demonstrates creative thinking that results in new process or service improvements/ transformations; committed to professional development and the pursuit of life long learning (*knowledge*).

Areas of Strength:

Opportunities for Improvement:

Service - Takes the necessary actions to ensure that patient, family and/ or customer needs are met in a timely and effective manner (*interpersonal/ communication skills, results, quality*).

Areas of Strength:

Opportunities for Improvement:

Teamwork - Works collaboratively together with others to achieve group goals and objectives (*collaboration, relationships/ partnerships*).

Areas of Strength:

Opportunities for Improvement:

Leadership - Takes necessary initiative and action to achieve team and/or individual goals, while using appropriate resources (*initiative, problem solving, judgment*).

Areas of Strength:

Opportunities for Improvement:

Culture - Treats others in a respectful and fair manner while upholding organizational values, policies and procedures (*respect/ diversity, values, health & safety*).

Areas of Strength:

Opportunities for Improvement:

LEADERSHIP/ MANAGEMENT or PATIENT CARE COMPETENCIES:

Competencies vary based on the formal leadership position held at MSH. For this section, choose one (1) Leadership/ Management competency or 1 Patient Care competency of your choice.

To determine which competency pertains to your role, refer to your individual performance management tool, or to the level- based competency definitions.

Name of competency chosen: _____

Areas of Strength:

Opportunities for Improvement: