



Nursing Leadership - Peer Feedback Tool

Department of Nursing

Date: _____

Employee Name: _____
(Please Print)

Appraiser: _____
(Please Print)

Signature: _____

Signature: _____

Directions: Provide feedback on 2 core competencies: 1 core competency **must be Learning and Innovation (mandatory)**.

CORE COMPETENCY (MUST Complete Learning and Innovation)

Learning and Innovation:

- Fosters continuous improvement, encouraging new ideas resulting in innovative solutions achieving excellence, efficiency and effectiveness.
- Encourages, facilitates and mentors others' learning and their ability to respond to new challenges.
- Models a culture of innovation by regularly monitoring the external environment to identify new opportunities and solutions.
- Provides corporate resources and support to foster growth, learning, and development of employees.

Areas of strength:

Opportunities for further development (consider incorporating these into your Performance Appraisal (PA) as part of your learning goals):

Core Competencies (Chose ANY of the following as your second)

Complete below

Service Excellence: Takes personal accountability to deliver service that reflects an empathic consideration of the service recipient's current needs before, during and after each interaction. Consistently demonstrates Sinai Health Service with Heart principles to all patients, family caregivers, and to all Sinai Health People; employees, volunteers, learners, physicians, and scientists.

- Role models Service with Heart (START with Heart and Respond with HEART) in all interactions.
- Communicates a service excellence vision that is compelling, challenging, and dedicated to improved patient & family caregiver wellbeing.
- Ensures standards and expectations for service delivery are aligned with professional and regulatory protocols.
- Monitors own and others' service performance and intervenes swiftly and consistently as required to ensure best service performance.
- Works towards building a stronger service oriented culture that is focused on achieving optimum patient& family centered care.

Collaboration:

- Maintains a network of key contacts both internal and external and regularly consults with others on specific projects and initiatives to learn different perspectives.
- Actively shares feedback including ideas, opinions, and observations with others and creates opportunities for others to do the same.
- Builds internal connections between different stakeholders to share expertise on specific projects.
- Supports others in resolution of conflict by facilitating consensus-based agreements.
- Always treats others with respect, exercises impartiality and avoids personal issues to interfere with successful collaboration.

Leadership:

- Practices 'self-leadership', clearly demonstrates organizational values in daily interactions.
- Is self-aware and manages personal behavior for optimum positive impact with others.
- Listens well and demonstrates empathy and respect for the opinions of others.
- Maintains leader visibility and approachability within their own sphere of influence to enable greater information sharing and relationship building.
- Provides guidance and gives others specific opportunities, wherever possible, to stretch their capabilities and practice new skills; coaches and develops others by providing individualized feedback for improvement.
- Considers departmental impact of decisions, provides direction and guidance, and recognizes behaviors consistent with the vision.
- Anticipates areas where support or influence will be required and takes steps to involve key stakeholders at relevant stages of an initiative.
- Ensures employees are appropriately involved in making decisions based on the organization's vision and values.
- Demonstrates integrity, using compassionate, honest and forthright communication when providing feedback even when the topic is difficult.

Contributing to a Healthy Workplace and Culture:

- Actively participates in the protection and promotion of health, safety and wellbeing initiatives for all patients, family caregivers and people at Sinai Health.
- Models a healthy life-style (physical, mental, and social wellbeing) by maintaining a healthy work life balance.
- Creates a supportive environment where others feel safe to challenge thinking in a respectful manner and mistakes are considered learning opportunities
- Accurately assesses and takes appropriate action to resolve workplace related issues/problems and conflict in a timely manner
- Encourages, promotes, and hires to reflect the diversity of the community we serve - builds a team with members of diverse backgrounds and perspectives.
- Demonstrates knowledge of human rights and diversity issues; fosters a healthy workplace free from discrimination and harassment and supports human rights and equity initiatives in the workplace.
- Demonstrates good business ethics and trust with others throughout and external to the organization.

Name of Core Competency:

Areas of strength:

Opportunities for further development (consider incorporating these into your Performance Appraisal (PA) as part of your learning goals):