

PROFESSIONAL ASSESSMENT TOOL

Person Requesting Feedback _____

Your relationship to the person requesting feedback: Self Peer Manager I report to this person

Please rate each on a scale from 1-5

| QUALITY CARE | -1- poor | -2- fair | -3- good | -4- very good | -5- excell ent |
|---|-------------|-------------|-------------|---------------------|----------------------|
| ▪ Assures the highest quality care and service for each person served | | | | | |
| ▪ Implements and monitors quality & patient safety standards | | | | | |
| ▪ Fosters a culture of non-blame for mistakes | | | | | |
| ▪ Points a finger at the solution instead of at people | | | | | |
| ▪ Applies win/win solutions to meet department and organizational goals | | | | | |
| MANAGING RESOURCES | -1- poor | -2- fair | -3- good | -4- very good | -5- excell ent |
| ▪ Schedules staff in an efficient way | | | | | |
| ▪ Plans work fairly and efficiently (post-ops) | | | | | |
| ▪ Available as a resource to trouble-shoot problems | | | | | |
| ▪ Rounds frequently with staff to assess needs | | | | | |
| ▪ Devises strategies to improve teamwork | | | | | |
| ▪ Dependable resource to staff: willing to step in with patient care | | | | | |
| EFFECTIVE RELATIONSHIPS | -1- poor | -2- fair | -3- good | -4- very good | -5- excell ent |
| ▪ Consistently maintains a professional demeanor | | | | | |

| | | | | | |
|--|---------------------|---------------------|---------------------|------------------------------|-------------------------------|
| ▪ Maintains a positive attitude and fosters solutions | | | | | |
| ▪ Delivers feedback in a way that improves performance | | | | | |
| ▪ Receives feedback in a way that improves performance | | | | | |
| ▪ Demonstrates respectful listening | | | | | |
| ▪ Genuinely cares for others | | | | | |
| ▪ Observes and reflects on his or her own behavior | | | | | |
| LEADERSHIP | -1- poor | -2- fair | -3- good | -4- very good | -5- excell ent |
| ▪ Consistently models Service Excellence commitments | | | | | |
| ▪ Patient advocate | | | | | |
| ▪ Actively builds relationships among staff, between departments | | | | | |
| ▪ Fosters a positive work environment | | | | | |
| ▪ Easy to approach | | | | | |
| ▪ Acknowledge staff for a job well done | | | | | |
| ▪ Maintains a high sense of integrity | | | | | |

What I appreciate the most about this nurse leader is _____

What I would really like to see more of is _____

Thank you for your feedback so we can build a great team!