



WORKFORCE

Self-Assessment and Growth

Skill: Proactively and continually assess personal strengths/challenges and manage learning and guidance needs (for example, participate in structured self-assessments and education; seek feedback and guidance and lifelong learning, etc.).

5-Expert

- Practice informed reflection and action based upon the major changes that will occur in the next 10, 20 or more years (“Future Think”)
- Engage with and nurture relationships with peers/partners/colleagues who candidly provide transparent and forthcoming feedback and advice to help with self-assessment and development
- Identify the behavioral modifications and strategies necessary for self-improvement

4-Skilled

- Subscribe to and read industry publications, including those in other health delivery models
- Complete self-assessments of my plans and progress towards my personal and professional goals on a regular basis

3-Applied

- Develop and adhere to self-directed professional development plan
- Take advantage of relevant learning opportunities offered by various associations
- Willing to explore options outside of my comfort zone
- Seek out the advice and counsel of my peers and leadership team

2-Basic

- Take part in personal development opportunities presented by outside entities
- Develop plans (including time frames) to achieve personal development goals

- Ensure that my personal goals are included in annual performance review & planning

1-Learning

- Have completed a self-assessment to establish my baseline performance levels/current status
- Engage my Chief Executive Officer (CEO) and peers in constructive dialogue about my personal and professional goals