

# CAREER AND LIFE PLANNING EXERCISE



AIM

## Evaluating Leadership Competencies

Know yourself and know how to position yourself for success.

# Evaluating Leadership Competencies

Your leadership potential can only be realized by knowing your current strengths and weaknesses. This allows you to leverage those strengths early in your career and while acquiring the experiences and skillsets you need in your weaker areas.

## Objectives:

By the end of this exercise the participant/candidate will be able to:

- Complete a self-evaluation/assessment in key leadership areas.
- Interpret the results of the self-assessment to identify areas for additional professional development.



# Evaluating Leadership Competencies

## How to Use This Tool:

1. First, be honest! A self-assessment is only effective when we can stand back and take an objective look at where our skills are currently at.
2. Next, review the statements in each of the categories and rate yourself in terms of your strength for each statement.
3. Total your score at the end of each section. A score of 5-10 indicates a need for additional professional development. A score of 11-19 indicates a medium need to pursue additional training in that area and a score of 20-25 indicates a low need for additional training.
4. While the training need may be low, it does not mean that you could not benefit from additional or refresher training in that area. It just indicates that it is a lower priority than the other scoring ranges.

## Related Resources

To view resource, click on the desired Title or go to [physiciancareerplanning.com](http://physiciancareerplanning.com) and type in the desired title or Resource No. into the "Enter Keyword" field and click search.

TITLE	RESOURCE NO.
<a href="#">Understand Business Arrangement Options</a>	ST-11
<a href="#">Evaluating Daily Work</a>	E-10
<a href="#">Evaluating Practice Settings</a>	E-11



# Evaluating Leadership Competencies

The goal of this assessment is to identify areas where you can benefit from additional professional development. As you consider the type of practice and position that would comprise the right fit for you, it is imperative that you evaluate where you stand with each of the leadership competencies identified below.

Armed with this information, you will be able to make strategic choices about where to interview based on the type of employer and practice setting that would best support your growth as a physician.

Patient Centric	Weakness	Strength
I show empathy and match my feelings with those of another person in an interaction	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am able to develop a high level of trust with my patients.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
Patients feel comfortable sharing their health concerns with me.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I can easily meet and initiate conversations with new people when necessary.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am a strong communicator (listening, responding, explaining, etc.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
Need for Development (Circle one): High (5-10) (Medium 11-19) Low (20-25)		<b>Total Score</b> <input type="text"/> Note: A LOW score indicates a HIGH need for professional development

(Continue on next page)



# Evaluating Leadership Competencies

Team Focus	Weakness	Strength
I am able to effectively work in a team environment.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I don't allow my ego to get in the way of making team decisions.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I speak up about the things that I would like others to be open with me.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am a strong collaborator with colleagues, staff, and hospital administration.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I feel comfortable addressing conflicts as soon as they arise.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
Need for Development (Circle one): High (5-10) (Medium 11-19) Low (20-25)		<b>Total Score</b> <input type="text"/> Note: A LOW score indicates a HIGH need for professional development

Business Acumen	Weakness	Strength
I am able to develop and implement strategies and goals.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I understand the healthcare industry and the basic structure/processes of a hospital and health system.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I understand how a physician private practice connects/aligns with the healthcare system as a whole.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I understand the various billing codes within my specialty.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I know how to calculate my productivity bonuses.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
Need for Development (Circle one): High (5-10) (Medium 11-19) Low (20-25)		<b>Total Score</b> <input type="text"/> Note: A LOW score indicates a HIGH need for professional development



# Evaluating Leadership Competencies

Systems/Strategic Thinking	Weakness	Strength
I am able to think and make strategic tactical decisions.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I think of new ways to approach a problem from a process perspective.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am able to work in a complex hospital or practice setting.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am able to create unique business insights and create competitive advantage for my department or organization.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am a programmable, systematic and rational thinker.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
Need for Development (Circle one): High (5-10) (Medium 11-19) Low (20-25)		<b>Total Score</b> <input type="text"/> Note: A LOW score indicates a HIGH need for professional development

Facilitator of Change	Weakness	Strength
I show patience with my staff when implementing a change, knowing that there is an adjustment period.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am able to adapt to change in procedures, medical advances, and healthcare requirements.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am open to the ideas and perspectives of others.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am able to lead my department to improved performance.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
I am able to create structure and process when changing a process or procedure.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	
Need for Development (Circle one): High (5-10) (Medium 11-19) Low (20-25)		<b>Total Score</b> <input type="text"/> Note: A LOW score indicates a HIGH need for professional development

