



# COUNTRY MEDICAL DIRECTOR/LEADERSHIP

Competency Proficiency Discussion  
Resource for Development Planning



Employee:

Manager:

Date:

COMPETENCY	EMPLOYEE PERSPECTIVE	MANAGER PERSPECTIVE	COMMENTS
<b>COMMUNICATE EFFECTIVELY</b>	<input type="radio"/> Not Yet Proficient <input type="radio"/> Proficient <input type="radio"/> Advanced <input type="radio"/> Expert	<input type="radio"/> Not Yet Proficient <input type="radio"/> Proficient <input type="radio"/> Advanced <input type="radio"/> Expert	<input type="text"/>
<b>LEAD AUTHENTICALLY</b>	<input type="radio"/> Not Yet Proficient <input type="radio"/> Proficient <input type="radio"/> Advanced <input type="radio"/> Expert	<input type="radio"/> Not Yet Proficient <input type="radio"/> Proficient <input type="radio"/> Advanced <input type="radio"/> Expert	<input type="text"/>
<b>PARTNER STRATEGICALLY</b>	<input type="radio"/> Not Yet Proficient <input type="radio"/> Proficient <input type="radio"/> Advanced <input type="radio"/> Expert	<input type="radio"/> Not Yet Proficient <input type="radio"/> Proficient <input type="radio"/> Advanced <input type="radio"/> Expert	<input type="text"/>
<b>THINK INNOVATIVELY</b>	<input type="radio"/> Not Yet Proficient <input type="radio"/> Proficient <input type="radio"/> Advanced <input type="radio"/> Expert	<input type="radio"/> Not Yet Proficient <input type="radio"/> Proficient <input type="radio"/> Advanced <input type="radio"/> Expert	<input type="text"/>

