



KEMENTERIAN KESIHATAN MALAYSIA
MINISTRY OF HEALTH, MALAYSIA



TALENT GROOMING PROGRAMME
FOR TECHNICAL HEALTHCARE PROFESSIONALS
(SELF-ASSESSMENT BY APPLICANT)

i) Applicant Name: **DR NOOR AIZAM BIN MOHD SAID**
 ii) Applicant's Application ID: **A17254**
 iii) Date (DD/MM/YYYY): **19/08/2019**

Done

Thank You

ASSESSMENT 20 QUESTIONS		
Items	You are able to ...	Please tick 'X' for the MOST APPROPRIATE answer to describe yourself:
1. Ability to cope with stress	a) Handle day to day activities well	
	b) Active involvement in committees within the organisation	
	c) Active involvement in committees within and outside the organisation	
	d) Hold multiple portfolios successfully	X
	e) "Ninja Productivity" (high levels of productivity for prolong periods)	
	DONE	
2. Achievement orientation	a) Do the job right	
	b) Do job right and knows how to improve	
	c) Show improvement in performances	
	d) Establish goals for self and others	
	e) Make decisions, set priorities and choose goals based on cost benefit analysis	X
	DONE	
3. Change leadership	a) Identify areas needing change	
	b) Identify areas and express strategies for change	
	c) Initiate change process	
	d) Execute and lead change	X
	e) Handle unexpected challenges during change process	
	DONE	
4. Collaboration	a) Ability to work together as a team	
	b) Develop effective working interactions with team member	
	c) Solicit ideas and opinion from team members	X
	d) Consistently represent the organisation as part of inter- organisational team	
	e) Recognised as active member of an inter- organisational team	
	DONE	
5. Communications and Presentation Skills	a) Make presentation within unit or departmental level	
	b) Make presentation in forums involving other departments	
	c) Represent the department in making a presentation	X
	d) Represent the organisation in making a presentation in multi-agency forums	
	e) Present, facilitate group interaction, conduct meetings at higher levels	
	DONE	
	a) Adopt new method/ideas in daily work within organisation	

Items	You are able to ...	Please tick 'X' for the MOST APPROPRIATE answer to describe yourself:
6. Creative and Innovative	b) Identify and apply new method/ideas in daily work within organisation	
	c) Identify and improvise new method/ideas in daily work within organisation	X
	d) Introduce breakthrough thinking across organisation	
	e) Creates new concepts or breakthrough thinking applicable across and beyond organisation	
	DONE	
7. Financial Skills and Budget Management	a) Claim on-call and travelling expenses	
	b) Know about treasury circular	
	c) Allocate budget according to departmental needs	
	d) Manage the allocated budget including assets requisition	
	e) Able to manage the allocated budget, develop financial plans for the organisation including assets inventory	X
	f) Develop long-term financial plans and secure resources for the organisation including asset management	
	DONE	
8. Human Resource Management	a) Utilise available resources to meet current need	
	b) Ensure workforce adequacy, performance and well-being	
	c) Plan human resource requirement based on organisation need	
	d) Involve in workforce planning in the organisation	X
	e) Align human resource to achieve organisational goal	
	DONE	
9. ICT Friendliness	a) Use basic Word processor and presentation application	
	b) Use up to date ICT in daily work	
	c) Incorporate multiple application and technology	X
	d) Embrace ICT in and outside work	
	e) IT savvy	
	DONE	
10. Interpersonal Skill	a) Recognise emotions and concerns of others	
	b) Respond appropriately to other people's emotion and concern	
	c) Maintain harmonious relationship among members within the organisation	
	d) Maintain and nurturing harmonious relationship among members across the organisation	X
	e) Well received and respected as Inter-organisational Diplomat	
	DONE	
11. Involvement in Quality Improvement Activities	a) Involved in quality improvement activities/ groups	
	b) Lead the quality improvement activities/ groups in my organisation	
	c) Coach others in quality activity	
	d) Inspire and move other within organisation in quality improvement activities	X
	e) Recognised champion of quality initiatives (1 or more) within and beyond organisation	
	DONE	
12. Negotiation Skill	a) Has points to support ideas in a negotiation	
	b) Influence others to support one's ideas or solutions	
	c) Involved actively in inter-departmental negotiations	
	d) Successful in most negotiation for any request and/or deals	X
	e) Recognised as negotiator across and beyond organisation	
	DONE	
13. Networking ability	a) Approachable and able to engage in conversation	
	b) Build friendly rapport with work associates/ colleague	
	c) Build friendly rapport beyond work associates within organisation	
	d) Build friendly rapport with key leaders	X

Items	You are able to ...	Please tick 'X' for the MOST APPROPRIATE answer to describe yourself:
	e) Sustain strong personal network with leaders beyond organisation	
	DONE	
14. Organizational Awareness	a) Know about organisational structure, rules and regulations	
	b) Apply knowledge, rule and regulation to meet demand of the organization	
	c) Anticipate and prepare plan to meet demand of the organisation	X
	d) Involve in the policy decision of the organisation	
	e) Redesign the structure and process in organisation to meet changes and challenges	
	DONE	
15. Personality	a) Get along well with others	
	b) Good work ethics, respect for self and others	
	c) Motivate others in the organisation	X
	d) Give motivational talks in and out of organisation	
	e) A role model with high regards for health, ethical values and human relations	
	DONE	
16. Proactiveness	a) Recognise and suggest action to opportunities /threat	
	b) Initiate appropriate actions upon recognising opportunities/threat	
	c) Anticipate and prepare short-term solution for existing opportunities/threat	X
	d) Anticipate and prepare long-term solution for existing opportunities/threat	
	e) Foresee and anticipate unexpected future opportunities/threat and plan accordingly	
	DONE	
17. Process Management	a) Know about existing work processes in the organisation	
	b) Comply with existing work processes	
	c) Ensure work processes fulfill organisational needs	
	d) Involve in the review of work processes of the organisation	X
	e) Design and redesign processes in organisation to meet challenges	
	DONE	
18. Professional Development	a) Possess basic qualification for my profession	
	b) In the process of obtaining additional qualification	
	c) Possess special qualification	X
	d) Possess special qualification with additional skills	
	e) Has special professional qualifications and skills known beyond the organization	
	DONE	
19. Self Confidence	a) Act confidently within job or role	
	b) Act confidently beyond the limits of job or role	
	c) Confidently accept any new job roles/ scopes	
	d) Confidently accept to handle bigger responsibilities, voice out opinion and suggestion upon people in higher position	
	e) Willing to take extremely challenging responsibility and possess a great leader quality with other power in the organisation	X
	DONE	
20. Team Leadership	a) Lead an identifiable group/team within organisation	
	b) Lead multi-disciplinary teams within organisation	
	c) Lead multi-disciplinary teams beyond organisation	X
	d) Lead multi-agency teams beyond organisation	
	e) Recognised leader across and beyond the organization	
	DONE	