

TALENT PROFILE

INSTITUTE FOR HEALTH MANAGEMENT
MINISTRY OF HEALTH

Name of Talent:	NORLIN BINTI ALWAI		
Talent ID:	T20209	Age:	50
Designation:	MATRON	Program:	MEDICAL
Workplace:	NURSING UNIT, HOSPITAL PAKAR SULTANAH FATIMAH JOHOR	Grade:	U 42



CPD POINT (2018)	
Total	80
A1-10	67
A11	5
B1	0
B2/B3	8
LNPT	
2018	95.15
2017	93.67
2016	93.25

PERSONALITY TEST SUMMARY

Kebolehpercayaan Cara Menjawab: Sederhana

Seorang yang mempunyai keyakinan yang tinggi dengan kebolehan diri dan selalu memberi tumpuan terhadap isu semasa. Sangat suka kepada perkara yang baik dan positif serta cenderung menilai sesuatu perkara atau situasi secara optimistik. Sangat mementingkan hubungan interpersonal dan suka berinteraksi secara sosial dengan orang lain. Seorang yang sangat suka berterus terang dan bersikap terbuka dalam meluahkan idea, pendapat dan perasaan apabila berinteraksi dengan orang lain. Seorang yang sangat mudah bersimpati dan prihatin terhadap keperluan orang lain. Seorang yang sangat rasional, munasabah, berfikir logikal dan bersikap adil apabila membuat keputusan walaupun mengalami tekanan perasaan.

COMPETENCY ASSESSMENT

COMPETENCY ASSESSMENT			
COMPETENCY DOMAIN			
	LEVEL	SUBDOMAIN	
LEADERSHIP (L)	L3	L1:4 L2:3.5 L3:3.5 L4:3.5 L5:4 L6:4	
COMMUNICATION AND RELATIONSHIP (C)	C2	C1:4 C2:3 C3:3.5 C4:3.5 C5:3	
ORGANISATIONAL GOVERNANCE (G)	G3	G1:3 G2:3.5 G3:4 G4:3.5	
PROFESSIONAL VALUE (P)	P2	P1:3 P2:3.5 P3:3	
PERSONAL VALUES (V)	V3	V1:4 V2:3 V3:4	
			3

ASSESSMENT SUMMARY

L:

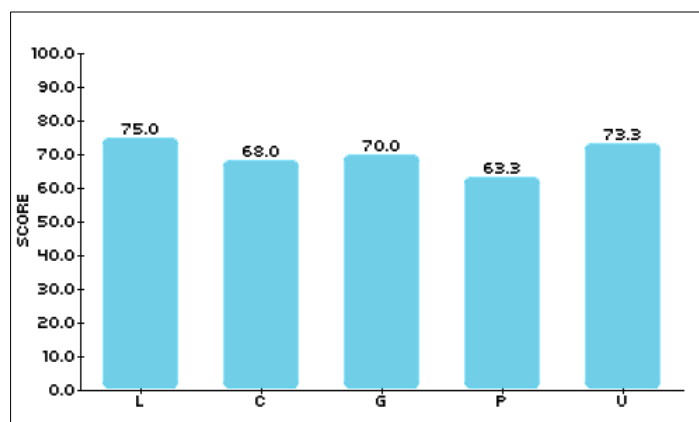
- **Overall:** *Intermediate Level*
- **Strength:** *Achievement orientation, Self Confidence, Team Leadership*
- Talent is expected to be able to/to be:
 - Handle unexpected challenges during change process
 - Create new concepts or breakthrough thinking applicable across and beyond organisation
 - Foresee and anticipate unexpected future opportunities/threat and plan accordingly

C:

- **Overall:** *Basic Level*
- **Strength:** *Collaboration, Interpersonal Skill, Negotiation Skill*
- Talent is expected to be able to/to be:
 - Represent the organisation in making a presentation in multi-agency forums
 - Build friendly rapport with key leaders

G:

- **Overall:** *Intermediate Level*
- **Strength:** *Organizational Awareness*
- Talent is expected to be able to/to be:
 - Develop long-term financial plans and secure resources for the organisation including asset management
 - Align human resource to achieve organisational goal
 - Design and redesign processes in the organisation to meet challenges



ASSESSOR COMMENT

This Officer is highly dedicated, committed, motivated and has good mental social stability. She is able to make the decision when need and very responsible. She is also firm and has good communication skills.

PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

PROPOSED SUPERVISOR/ FACILITATOR

To be discussed with the supervisor

1. Dr Muhammad Yusof Sibert
Director
Hospital Pakar Sultanah Fatimah
Johor

2. Dr Azri Ariff bin Abdul Zawawi
Deputy Director
Hospital Pakar Sultanah Fatimah, Johor

