

# TALENT PROFILE

**INSTITUTE FOR HEALTH MANAGEMENT**  
**MINISTRY OF HEALTH**

<b>Name of Talent:</b>	<b>SAFIAH BINTI MAT NOH</b>		
<b>Talent ID:</b>	<b>T20208</b>	<b>Age:</b>	<b>44</b>
<b>Designation:</b>	<b>MATRON</b>	<b>Program:</b>	<b>MEDICAL</b>
<b>Workplace:</b>	<b>OBSTETRICS AND GYNAECOLOGY DEPARTMENT, HOSPITAL SULTANAH BAHYAH KEDAH</b>	<b>Grade:</b>	<b>U 41</b>



CPD POINT (2018)	
Total	129
A1-10	101
A11	15
B1	5
B2/B3	8
LNPT	
2018	94.27
2017	93.17
2016	92.23

## PERSONALITY TEST SUMMARY

*Kebolehpercayaan Cara Menjawab: Boleh Diterima*

*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. Mementingkan hubungan interpersonal dan suka berinteraksi secara sosial dengan orang lain. Boleh menyuarakan idea, pendapat dan perasaan dengan jelas dan berterus terang apabila berinteraksi dengan orang lain. Seorang yang sangat mudah bersimpati dan prihatin terhadap keperluan orang lain. Seorang yang bersikap dan berfikir rasional, munasabah, adil serta logikal apabila membuat keputusan walaupun mengalami tekanan perasaan.*

## COMPETENCY ASSESSMENT

COMPETENCY DOMAIN		
	LEVEL	SUBDOMAIN
LEADERSHIP (L)	L2	L1:3.5 L2:3 L3:2 L4:3 L5:3 L6:3
COMMUNICATION AND RELATIONSHIP (C)	C2	C1:3 C2:2.5 C3:3.5 C4:2.5 C5:3
ORGANISATIONAL GOVERNANCE (G)	G2	G1:2 G2:3.5 G3:3.5 G4:3
PROFESSIONAL VALUE (P)	P3	P1:2.5 P2:3.5 P3:5
PERSONAL VALUES (V)	V2	V1:3 V2:2.5 V3:3
		<b>2</b>

## ASSESSMENT SUMMARY

## L:

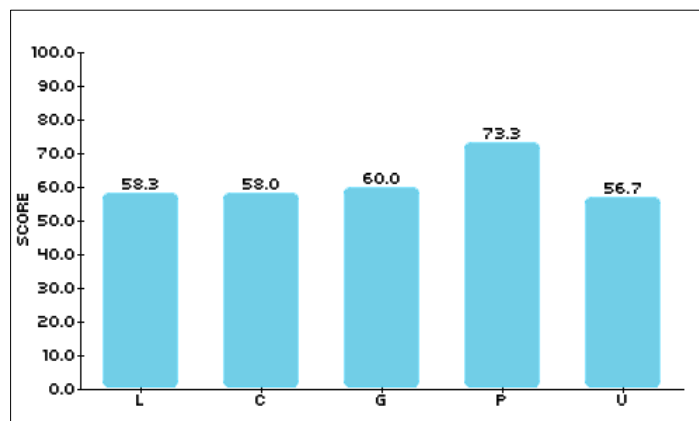
- **Overall:** *Basic Level*
- **Strength:** *Achievement orientation*
- Talent is expected to be able to/to be:
  - Execute and lead change
  - Introduce breakthrough thinking across organisation
  - Anticipate and prepare long-term solution for existing opportunities/threat
  - Confidently accept to handle bigger responsibilities, voice out opinion and suggestion upon people in the higher position
  - Lead multi-agency teams beyond organisation

## C:

- **Overall:** *Basic Level*
- **Strength:** *Collaboration, Interpersonal Skill, Networking ability*
- Talent is expected to be able to/to be:
  - Represent the organisation in making a presentation in multi-agency forums
  - Successful in most negotiation for any request and/or deals

## G:

- **Overall:** *Basic Level*
- **Strength:** *Human Resource Management, Organizational Awareness*
- Talent is expected to be able to/to be:
  - Involve in the review of work processes of the organisation
  - Able to manage allocated budget, develop financial plans for the organisation including assets inventory



## ASSESSOR COMMENT

This officer is a dedicated, motivated and a likeable person. She has good communication skills and always willing to work with a smile.

## PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

To be discussed with the supervisor

## PROPOSED SUPERVISOR/ FACILITATOR

1. Dr Sarimah binti Sudin  
Deputy Director, Hospital Sultanah Bahiyah, Kedah  
2. Matron Jenny @ Rosnanie bt Omar  
Head of Matron, Kedah State Health Department

