



## **2016 Leadership Appraisal**

**Appraisal Score****Overall Score: / 5.0****Name:****Supervisor Name:****Employee ID:** 115862**Person Type:** Contingent**Job Title:** Administrative Supervisor**Department:** Nursing Admin - GP**Division:** 3**RC:** 77701**Legend: The following are Management Competencies:****Manages Business Operations, Focus on Customer, Manages People, Manages Finances.****Quality and Safety (30%)****Employee Score: N/A    Manager Score: / 5.0 (30%)**

Competency	Rating Scale	Employee Score:	Manager Score:
<b>Manages Business Operations (10%)</b>			(33%)
Manages Meaning through Effective Communication (10%)			(33%)
Thrives in Ambiguity (5%)			(17%)
Demonstrates Bias for Action (5%)			(17%)

**Quality and Safety Overall Comments****Self:** N/A**Service (25%)****Employee Score: N/A    Manager Score: / 5.0 (25%)**

Competency	Rating Scale	Employee Score:	Manager Score:
<b>Focus on Customers (15%)</b>			(60%)
Lives the Values (10%)			(40%)

**Service Overall Comments**

Self: N/A

**People and Systems (20%)**

**Employee Score: N/A    Manager Score: / 5.0 (20%)**

Competency	Rating Scale	Employee Score:	Manager Score:
<b>Manages People (10%)</b>			(50%)
Builds Teams, Collaborative Partnerships (5%)			(25%)
Promotes a Systems Thinking Perspective (5%)			(25%)

**People and Systems Overall Comments**

Self: N/A

**Financial Performance (10%)**

**Employee Score: N/A    Manager Score: / 5.0 (10%)**

Competency	Rating Scale	Employee Score:	Manager Score:
<b>Manages Finances (10%)</b>			(100%)

**Financial Performance Overall Comments**

Self: N/A

**Growth (10%)**

**Employee Score: N/A    Manager Score: / 5.0 (10%)**

Competency	Rating Scale	Employee Score:	Manager Score:
<b>Promotes Innovation and Change (10%)</b>			(100%)

**Growth Overall Comments**

Self: N/A

**Education and Research  
(5%)**

**Employee Score: N/A    Manager Score: / 5.0 (5%)**

Competency	Rating Scale	Employee Score:	Manager Score:
Learns and Renews (5%)			(100%)

**Education and Research Overall Comments**

**Self: N/A**

**Past Development Plans**

**Development Plan**

**Development Objectives**

**Self: N/A**

**Title:**

**New Goals****PERFORMANCE SUMMARY****Summary Score****Score: / 5.0 (100%)**

This is the overall score, calculated using the ratings, scores, and weights in the form above.

<b><u>Result Achieved</u></b>	<b><u>Score</u></b>
Role Model	4.5 - 5.0
Commendable	3.6 - 4.4
Fully Effective	2.8 - 3.5
Developing	2.0 - 2.7
Fails To Meet	1.0 - 1.9

**Quality and Safety****Score: / 5.0 (30%)****Service****Score: / 5.0 (25%)****People and Systems****Score: / 5.0 (20%)****Financial Performance****Score: / 5.0 (10%)****Growth****Score: / 5.0 (10%)****Education and Research****Score: / 5.0 (5%)****Supervisor Comments**