UKHealthCare

Nursing Leadership Peer Evaluation

Peer Review for: _____ Date: _____
Peer Review by: _____

Definitions:
Expert: exceptional; beyond the level of most UKHC leaders
Proficient: expected skill level for an experienced UKHC leader
Competent: Adequate, minimal standard for a UKHC leader
Growth Area: improving, needs further development
Unsatisfactory: Substandard; need immediate improvement
**Identifies correlation to Behavioral Standards*

LEADERSHIP COMPETENCY	Expert	Proficient	Competent	Growth	Unsatisfactory	Unable to assess
TRANSFORMATIONAL LEADERSHIP						
1. Models and promotes the UKHC Behavioral Standards						
2. ***Quality driven:*** Role models professionalism by supporting certification and professional activities						
3. ***Quality driven:*** Promotes evidence-based clinical and management practice to assure quality and safety						
4. ***Customer centered/resource wise:*** Role Models personal and professional accountability to achieve financial and clinical outcomes						
RELATIONSHIPS AND COMMUNICATION						
5. ***Resource wise:*** Facilitates effective meetings						
6. ***Growth oriented/Quality driven:*** Conducts crucial conversations						
7. ***Service focused:*** Listens carefully						
8. ***Customer centered:*** Presents information clearly						
9. ***Customer centered:*** Facilitates group decision-making						
10. ***Customer centered:*** Facilitates relationships across the system and promotes collaborative practices						
11. ***Customer centered:*** Collectively contributes to the teams goals, objectives, and actively supports team members						
ENGAGEMENT						
12. ***Growth oriented:*** Recognizes staff						
13. ***Quality driven:*** Supports shared governance						
14. ***Service focused:*** Identifies and responds to other's perspectives						
15. ***Growth oriented:*** Facilitates professional development in others						
16. ***Service focused:*** Models service excellence						

Comments:

Nursing Peer Evaluation Form

DJ Losen

Nursing Peer Evaluation Form:

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