

Leadership Annual Evaluation

Performance Category	Not Fulfilled (1)	Partially Fulfilled (2)	Met (3)	Exceeds (4)	Comments if scored 1 or 4
Leadership Categories					
<p>Models Integrity and Ethics – Demonstrates the values and mission of UAMS for the betterment of employees, coworkers, patients, families and partners. Shows more concern about doing the right thing than being right. Lives their ethics and values everyday while gaining the trust of their employees. This competency reflects the UAMS core values of integrity and respect.</p>					
<p>Inspires a Shared Strategic Vision and Purpose – Inspires all key stakeholders in actually living the vision day-to-day. Provides a global perspective of UAMS and aligns areas of responsibility with the overall mission and goals of UAMS. Equips employees and others with tools and processes to be able to put the vision into action daily linking to employee’s role. Establishes roles and goals so that all employees can participate and contribute fully to the ongoing success of UAMS. This competency reflects the UAMS core values of excellence, teamwork, and creativity.</p>					

<p>Enables Others to Act – Empowers employees across UAMS to accomplish the mission of the institution. Creates higher levels of performance by designing work that allows discretion and choice. Develops ownership by bringing employees in on the decision making process. Fosters relationships within and outside the department ensuring teamwork is a focus of all leaders. Provides others with feedback, coaching and development to maximize their success. This competency reflects the UAMS core values of teamwork, diversity, and respect.</p>					
<p>Fosters Effective Communication and Collaboration — Demonstrates a proactive approach to establishing effective relationships with key internal and external constituencies. Creates partnerships with patients, families and guest to enhance the UAMS experience and create a climate of trust. Works collaboratively across all areas, functions, and levels of the organization to ensure effective communication and productivity. Understands the diverse needs and agendas of various stakeholder groups and fosters a positive interdependence; creates an environment that ensures collegiality and information sharing. Ensures that leaders possess skills related to listening, seeking feedback and managing conflict. This competency reflects the UAMS core values of</p>					

teamwork, diversity, and respect.					
Cultivates Accountability –					
Challenges the Process – Demonstrates execution of goals and objectives that support the overall success of the strategic objectives of the organization. Complies with applicable regulatory and campus requirements. Adheres to UAMS principles of transparency and openness in working with all constituents. Shows a desire to focus on productivity, efficiency and excellence in all work. This competency reflects the UAMS core values of teamwork and excellence.					
Circle of Excellence Service Standards Categories					
Safety – Works to ensure a clean, safe and secure environment. Corrects or reports safety hazards. Reports and documents all accidents and incidents. Uses appropriate protective gear. Never compromises the safety of a patient, employee or themselves.					
Respect – Is friendly and courteous. Shows compassion and is committed to co-workers. Provides for patient privacy and protects confidentiality. Shows sincerity to patients, employees and others. Thanks patients for choosing UAMS and provides for immediate service recovery when necessary.					
Excellence – Provides exceptional quality of care and works always to exceed expectations. Also does the right thing and accepts responsibilities for his/her job. Makes excellence a way of life.					
Image – Is professional with a warm					

and welcoming attitude. Adheres to the dress code for the area and wears the UAMS ID badge at all times. Works to keep UAMS buildings and campus clean of spills and ensures equipment is properly in it's place.					
Efficiency – Works efficiently and responsibly and treats UAMS resources as their own. Works with other UAMS employees and leadership toward the institutions common goals.					
“Performs the Role of” Performance Categories					
Supervisory					
Job Duties					
Other Duties as assigned					