

PEER REFLECTION: Their impact in 2023 & areas for development in 2024

A. Reflect on how successfully they demonstrated each value and competency in 2023

Levels of Success

RM (Role Model): Unmatched in this competency; Sees opportunities for improvement and leads the way in engaging others in problem solving and implementation for diverse approaches; Seen as a role model in this competency by peers, leaders, and those in other departments.

OC (Outstanding Contributor): Exceptional in this competency; Demonstrates outstanding levels of effort, effectiveness, and judgement in this competency with limited to no supervision; Anticipates patient/customer/team member needs to deliver elevated level of service; Shows outstanding self and social emotional intelligence.

EC (Effective Contributor): Successful in this competency; Reliable, meets deadlines, prioritizes tasks, and achieves outcomes; At times, exceeds objectives and takes on additional projects; Exhibits self-awareness and resolves interpersonal or service issues with compassion and humility.

IC (Inconsistent Contributor): Immediate improvement needed in this competency; Rarely or inconsistently demonstrates success in this competency; Often misses deadlines and rarely takes responsibility for actions, outcomes, or behaviors.

Form Section 1

Form Section 2

Competency (Capability)	Success Level?	1 – 3 Specific Examples (of their work at the level you chose)
Patient & Community Centeredness		
Professionalism		
Excellence		
Teamwork		
Accountability		
Collaboration		
Continuous Improvement		

B. Reflect on areas you feel they could focus their growth and development in 2024

Form Section 3

A. Share 1 – 3 areas where they could enhance their knowledge/skill/abilities and/or behaviors?

B. Ways they could get that growth (ex. – job shadowing, certification, project participation, etc.)?

C. Think about one area of their job they could do better in 2024. What could they do to improve?

OPTIONAL: Team Improvement & Goal Setting

A. Reflect on ways they can help develop the TEAM / DEPARTMENT in 2024:

1. Where do you feel improvements (*ex – service, work results, reputation, etc.*) could be made?

2. What specific ideas do you have where they can help positively impact these improvements?

B. If your department had specific goals or objectives in 2023, list then note:

1. how their job impacted the goal
2. steps (actions) you are aware they took to impact the goal
3. based on the goal metrics, what was their level of success?
4. did they meet any milestones and/or target date(s) for completion?

Goal/Objective #1	
Job's Impact	
Actions	
Measurement	
Frequency/Target Date	
Goal/Objective #2	
Job's Impact	
Actions	
Measurement	
Frequency/Target Date	
Goal/Objective #3	
Job's Impact	
Actions	
Measurement	
Frequency/Target Date	