**Name:** [Type your full name here]

**Competency Self-Assessment**

This self-assessment is designed to help the Leadership Identification and Nominating Committee identify your strengths in relation to the AAHA Board of Directors four areas of competencies: Professional Acumen, Vision and Direction, Collaboration, and Delivering Results.

**Instructions:**

1. **Check** the appropriate box to indicate how frequently you believe you are presently demonstrating the described behavior for each competency, using the following as a guide:

Rarely = less than once/month

Sometimes = less than once/week

Often = about 1-2 times/week

Very Often = almost daily

1. **Check** the appropriate box to indicate how important each behavior is in your current role.
2. **Type** responses to the questions below each competency.

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| **PROFESSIONAL ACUMEN** | **How often do you demonstrate this behavior?** | **How important is this behavior in your current role?** |
| *Demonstrates a commitment to personal development, coaches others to succeed, exhibits professional knowledge, and communicates effectively* | **Not at All** | **Rarely** | **Sometimes** | **Often** | **Very Often** | **NA / Not Important** | **Of Little Importance** | **Somewhat Important** | **Important** | **Essential** |
| Advocate continuous learning |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Seek opportunities for self-development |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Understands the issues facing the veterinary profession  |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Mentor and coach people to excel |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Influence others’ commitment to mission, vision, values and direction |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Provide constructive feedback |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Use appropriate means of communication for each situation |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Listen actively and confirm that a message is heard |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| **Provide an example that best demonstrates your strengths in the Professional Acumen competency area** (in 150 words or less). |
|  |
| **VISION AND DIRECTION** | **How often do you demonstrate this behavior?** | **How important is this behavior in your current role?** |
| *The ability to be future thinking, committed, and creative in developing and implementing a vision* | **Not at All** | **Rarely** | **Sometimes** | **Often** | **Very Often** | **NA / Not Important** | **Of Little Importance** | **Somewhat Important** | **Important** | **Essential** |
| Develop strategy for achieving vision |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Encourage risk-taking and non-traditional ideas |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Assess short-term needs to achieve long-term goals |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Prioritize initiatives based on strategy |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Lead change by focusing on internal and external impacts and competition |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Think in a big-picture manner |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Think analytically |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Take financial and fiduciary responsibility |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Identify budgetary impact and resource opportunities |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| **Provide an example that best demonstrates your strengths in the Vision and Direction competency area** (in 150 words or less). |
|  |
| **COLLABORATION** | **How often do you demonstrate this behavior?** | **How important is this behavior in your current role?** |
| *Supports the building and strengthening of trusting relationships with volunteers, members, staff, and other key stakeholders to successfully achieve organizational goals and priorities*  | **Not at All** | **Rarely** | **Sometimes** | **Often** | **Very Often** | **NA / Not Important** | **Of Little Importance** | **Somewhat Important** | **Important** | **Essential** |
| Create a climate that empowers others |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Inspire the group |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Encourage inclusion and full group participation |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Build consensus |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Gain trust and respect |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Lead with integrity |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Utilize the skills of all team members when making decisions |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Build alliances and links to key stakeholders  |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| **Provide an example that best demonstrates your strengths in the Collaboration competency area** (in 150 words or less). |
|  |
| **DELIVERING RESULTS** | **How often do you demonstrate this behavior?** | **How important is this behavior in your current role?** |
| *Promotes action and results in an ever-changing environment, which reflect the ability to solve challenging problems and make rational and deliberate decisions*  | **Not at All** | **Rarely** | **Sometimes** | **Often** | **Very Often** | **NA / Not Important** | **Of Little Importance** | **Somewhat Important** | **Important** | **Essential** |
| Take full accountability for actions |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Advocate for results-oriented outcomes |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Solve problems with effective solutions |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Evaluate multiple perspectives and alternatives |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| Make informed decisions under tight deadlines |[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
| **Provide an example that best demonstrates your strengths in the Delivering Results competency area** (in 150 words or less). |
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