**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.

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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). | | | | | | | | | | |
|  | | | | | | | | | | |