

## **INDIVIDUAL BOARD MEMBER SELF REFLECTION TOOL**

### **POLICY**

The self reflection tool complements the board assessment process and is designed to help the Board member review his/her contributions and identify personal development goals.

#### **Process**

Annually (April) all Directors will be asked to complete and reflect on the results.

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Approved: Board of Directors

Date: Apr 2000, Oct 2004 (r), Apr 2007 (r), Nov 2010 (r), Mar 2015 (r)

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### Individual Board Member Self Reflection Tool

The performance of our Board depends largely on how well we do our jobs as Board members. This self-assessment is designed to help the Board member review his/her activities and contributions, and to identify personal development goals for enhancing future performance.

Please review and complete these questions. Keep your completed evaluation; the answers will be known only to you.

#### Part I. Personal Assessment

1. Have you recently reviewed, and are you familiar with, Campbellford Memorial Hospital's mission, values, the by-laws and medical staff by-laws, the organizational structure, and other core documents? Yes \_\_\_\_ No \_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

2. Have you taken sufficient time to analyze minutes and other documents, which are mailed before each meeting? Yes \_\_\_\_ No \_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

3. Are you satisfied with your attendance at and participation in:

Board meetings and discussions? Yes \_\_\_\_ No \_\_\_\_

Committee meetings and discussions? Yes \_\_\_\_ No \_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4. Have you always voiced your concerns about, or voted against, proposals that you felt to be inappropriate? Yes \_\_\_\_ No \_\_\_\_

Comment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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5. How satisfied are you with your working relationships with the Board Chair, other Board members, the CEO, and medical staff leaders?

Comment:

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6. Do you feel you have been an effective representative of Campbellford Memorial Hospital to key publics? (Example: cross-membership)

Comment:

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7. In what ways have you helped Campbellford Memorial Hospital's fundraising program?

Comment:

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8. Have you recommended new or beneficial ideas in the past year for the improvement of the Board or Campbellford Memorial Hospital's performance?    Yes \_\_\_\_    No \_\_\_\_

Comment:

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9. Overall, how have you contributed directly to the achievement of one or more of the Board's performance goals and objectives?

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**Part II. Your Personal Development Goals and Plan**

1. What steps will you plan to take in the coming year to increase your knowledge of and participation in Board activities?

(a) \_\_\_\_\_

(b) \_\_\_\_\_

2. What steps will you take in the coming year to improve your working relationships with other Board members and the CEO?

(a) \_\_\_\_\_

(b) \_\_\_\_\_

3. What do you plan to do next year to increase your effectiveness in terms of representing Campbellford Memorial Hospital to key publics?

(a) \_\_\_\_\_

(b) \_\_\_\_\_

4. What steps will you plan to take in the coming year to increase your knowledge of either Campbellford Memorial Hospital or external developments affecting our organization? (Examples: attending seminars, reading publications, etc.)

(a) \_\_\_\_\_

(b) \_\_\_\_\_

5. Based on your responses to the questions above, are you comfortable with the amount of time you are able to devote as a Board member? Are you prepared to renew your commitment to the Board and to continue in your position as a Board member?

\_\_\_\_\_  
\_\_\_\_\_

6. Are you interested in joining/contributing to committees other than the one(s) you serve on? If so, what are your education needs?

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