



## EVALUATION OF CHIEF EXECUTIVE OFFICER

Ranking system revised Nov 2014

RATING SYSTEM	EXPLANATION
1	Exceeds expectations (performance consistently surpasses requirements of position; activities often contribute to improved or innovative practices; outstanding performances).
2	Meets expectations (performance meets all requirements of position and may exceed some of them; activities contribute to increased/improved organization results; strong performance).
3	Needs improvement (performance meets some requirements of position; activities sometimes contribute to organization results; performance can still be improved).
4	Does not meet expectations (performance rarely meets requirements of position; corrective action is necessary).
N/A	Not applicable, or unable to answer.

You are (circle): Medical Staff • Administration & Staff • Other

A. STAFF RELATIONSHIPS	RATING	COMMENTS
1. Maintains visibility, open communication and a sense of approachability in the Hospital and off-site facilities.	1 2 3 4 N/A	
2. Ensures fair and equitable personnel policies, procedures and practices, which are consistent with the values and mission of the organization.	1 2 3 4 N/A	
3. Maintains good communication and consultation with medical staff, and ensures their input and participation in the Hospital's processes.	1 2 3 4 N/A	
4. Is sensitive to and supportive of the role of the Auxiliary and Volunteers.	1 2 3 4 N/A	
5. Delegates authority to staff members appropriate to the position each holds.	1 2 3 4 N/A	
6. Encourages consultation and participation while requiring accountability.	1 2 3 4 N/A	
7. Fosters an environment where commendation for good work is given and problem issues are identified.	1 2 3 4 N/A	
8. Treats all staff fairly, without favouritism and discrimination, while insisting on performance of duties.	1 2 3 4 N/A	
9. Fosters good staff morale and loyalty.	1 2 3 4 N/A	

**General Comments:**

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**Signature (optional):** \_\_\_\_\_