

Public Health Core Competencies in BC Project Public Health Workforce Self-Assessment Tool for 'Leadership for All'

Introduction:

The Public Health Association of BC (PHABC) would appreciate your support in completing this pilot survey to identify learning needs in the area of 'leadership for all' in public health.

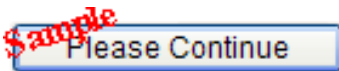
This pilot is part of a collaborative project including the BC Ministry of Health, the Public Health Agency of Canada and an advisory committee with representatives from PHABC, BC Health Authorities and the academic sector. The overall aim of the project is to contribute to ensuring that the public health workforce in BC has the appropriate competencies for the delivery of public health core programs.

In Phase 1 of this project, the core competencies identified in the *Core Competencies for Public Health in Canada: Release 1.0* (<http://www.phac-aspc.gc.ca/ccph-cesp/pdfs/zcard-eng.pdf>) were assessed and found to be relevant to implementing the core public health programs in BC. In addition, the consultation process identified a number of core competencies for public health that could be enhanced as well a number of competency gaps where training is needed. See Phase 1 Report http://www.phabc.org/files/headlines/Final_Report_Core_and_Technical_Competencies_08.pdf

As part of Phase 2, PHABC is implementing a pilot project to develop and test a collaborative process for identifying and responding to the educational and training needs of staff and managers currently employed in the public health sector in BC. The tools and processes being developed are intended to enhance understanding of the existing skills and training needs of current staff in the public health core competency areas, and can be assessed at a regional level or province-wide. The focus is on professional development for current staff rather than entry to practice.

The results of this pilot will be used to finalize the survey tools to enable them to be used in other competency areas and to provide feedback on professional development needs in the area of 'leadership for all'.

Your participation in this pilot survey is voluntary and greatly appreciated. Please enter the security code you received by email to begin the survey.



Public Health Core Competencies in BC Project Public Health Workforce Self-Assessment Tool for 'Leadership for All'

Instructions:

The survey will take approximately 30 minutes to complete. There is no time limit on the survey. Providing you don't close or navigate away from this window, your responses will remain intact.

Please assess your own personal skill set when completing this survey, complete each of the questions below and click submit at the bottom of the page to save your answers. Information for this pilot will be reported without personal identifiers to ensure confidentiality.

Definition of 'Leadership for All' - 'Leadership for All' includes statements for the leadership competency area that apply to public health staff in any position within the organization.

The statements include competencies relating to: leading self; engaging others; achieving results; developing coalitions; system transformation; public health content knowledge; public health ethics; advocacy; and skills required when working with clients and communities.

The competency statements are taken from the Core Competencies in Public Health in Canada: Release 1.0, the LEADS Framework (Leaders for Life, Health Leadership Capabilities Framework), and other sources and have been vetted through discussions with Northern Health to identify the leadership knowledge, skills and attitudes that are unique to Public Health and that apply to any position within the organization.

For a listing of the Leadership for All competency statements and their relationship to Release 1.0 and the LEADS Framework, [download the accompanying document](#)

Public Health Workforce Self-Assessment Tool for 'Leadership for All'

There are 9 competency areas under 'Leadership for All'. Each area has several statements. Please answer all three questions for each statement below. Tick one box per question.

1. **Lead Self: "Self-Motivated Leaders"**.

a. Have sufficient self awareness (e.g., of values, principles, styles, emotions, strengths and limitations) to take responsibility for own performance.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

b. Consistently seek opportunities for professional development (e.g., character building of confidence, resilience and ongoing learning for growth).

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

2. Engage others: 'Engaging Leaders'

a. Able to foster development of others (e.g., supporting, recognizing, encouraging and motivating them to achieve their goals).

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

b. Able to create enabling environments where others have meaningful opportunity to contribute (e.g., building teams, facilitating environments that promote community capacity-building, cooperation and collaboration).

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

3. Achieve Results: 'Goal-Oriented Leaders'

a. Able to describe the mission and priorities of the public health organization where one works and apply them to practice

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

b. Able to identify, establish and communicate clear and meaningful expectations and outcomes to achieve a shared vision.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

c. Able to take action to implement decisions (e.g., take own action and/or delegate action to others).

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

d. Able to hold oneself and others accountable for decisions made.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

e. Able to contribute to maintaining organizational performance standards.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?
(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?
(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

f. Able to measure and evaluate progress toward goals.

How do you rate your skills in this competency area?
(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?
(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?
(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

4. Develop Coalitions: 'Collaborative Leader'

a. Able to purposefully build partnerships and networks that facilitate collaboration among groups with diverse perspectives in pursuit of shared goals (e.g., able to foster a culture of collaborative planning and action).

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

b. Able to utilize political sensitivity to mobilize support and resolve conflict.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

5. System Transformation: 'Successful Leaders'

a. Able to foster a climate of critical thinking and innovation to create opportunities for change (e.g., champion and orchestrate change).

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

b. Able to mobilize knowledge for positive change (e.g., gathering intelligence from key stakeholders, encouraging open exchange of information, and using quality evidence).

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

6. Public Health Content Knowledge

- a. **Demonstrates knowledge of public health concepts (e.g., health status of populations, inequities in public health, the determinants of health, and health promotion and health protection).**

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

b. Able to apply a population and determinants of health approach, using equity and social justice practices to improve the health and well-being of communities and populations.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

c. Able to foster a learning environment that supports others to gain public health knowledge and advance public health goals.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

7. Public Health Ethics

a. Able to apply public health ethics that emphasize “doing the right things” for the health of the public/community/population (e.g., achieve the best results for the broader group).

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

It's a strength of mine and I could mentor others

It's a strength of mine- I am very comfortable but not at a level to mentor others

I have a working knowledge (I am capable - able to apply this skill)

I am aware of this skill, understand it, but do not feel I am capable of applying it

I am aware of this skill, but not sure what it means

I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

Very necessary

Necessary

Not necessary

Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

Yes

No

Don't Know

8. Advocacy

a. Able to advocate for the greater public good/health of the population which may require challenging general opinion or a stakeholder interest.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

b. Able to support marginalized populations in advocacy of their public health.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

c. Able to advocate for supportive environments, services and resources that foster health and well-being of communities and populations.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

9. Client/Community-Centred Culture

a. Able to facilitate excellence in client-centred service (e.g., best practice). JD

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

b. Able to foster a culture of community capacity-building that is responsive to the needs of the community.

How do you rate your skills in this competency area?

(What are your strengths and assets; what skill level do you have?)

- It's a strength of mine and I could mentor others
- It's a strength of mine- I am very comfortable but not at a level to mentor others
- I have a working knowledge (I am capable - able to apply this skill)
- I am aware of this skill, understand it, but do not feel I am capable of applying it
- I am aware of this skill, but not sure what it means
- I don't know about this - - can't say how skilled I am with it.

In your current position, how necessary is this skill?

(Do you need this skill to achieve desired outcomes?)

- Very necessary
- Necessary
- Not necessary
- Don't Know

Do you need professional development in this skill for your current position?

(Do you feel this is a training gap?)

- Yes
- No
- Don't Know

Please review your answers and click continue.
Your survey information from this section will be entered into our database!

Sample Please Continue

Public Health Core Competencies in BC Project
Public Health Workforce Self-Assessment Tool for 'Leadership for All'

Part A: Question 2a:

With regard to the 23 competency statements for 'Leadership for All' identified on the previous page, which are your highest priorities from a professional development perspective? Rank only your top 5 competency statements with 1 being the highest priority and 5 being the lowest priority.

No
 Rank 1 2 3 4 5 Have sufficient self awareness (e.g., of values, principles, styles, emotions, strengths and limitations) to take responsibility for own performance.

No
 Rank 1 2 3 4 5 Consistently seek opportunities for professional development (e.g., character building of confidence, resilience and ongoing learning for growth).

No
 Rank 1 2 3 4 5 Able to foster development of others (e.g., supporting, recognizing, encouraging and motivating them to achieve their goals).

No
 Rank 1 2 3 4 5 Able to create enabling environments where others have meaningful opportunity to contribute (e.g., building teams, facilitating environments that promote community capacity-building, cooperation and collaboration).

No
 Rank 1 2 3 4 5 Able to describe the mission and priorities of the public health organization where one works and apply these to practice.

No
 Rank 1 2 3 4 5 Able to identify, establish and communicate clear and meaningful expectations and outcomes to achieve a shared vision.

No
 Rank 1 2 3 4 5 Able to take action to implement decisions (e.g., take own action and/or delegate action to others).

No
 Rank 1 2 3 4 5 Able to hold oneself and others accountable for decisions made.

No
 Rank 1 2 3 4 5 Able to contribute to maintaining organizational performance standards.

No
 Rank 1 2 3 4 5 Able to measure and evaluate progress toward goals.

No
 Rank 1 2 3 4 5 Able to purposefully build partnerships and networks that facilitate collaboration among groups with diverse perspectives in pursuit of shared goals (e.g., able to foster a culture of collaborative planning and action).

No
 Rank 1 2 3 4 5 Able to utilize political sensitivity to mobilize support and resolve conflict.

- No
Rank 1 2 3 4 5
Able to foster a climate of critical thinking and innovation to create opportunities for change (e.g., champion and orchestrate change).
- No
Rank 1 2 3 4 5
Able to mobilize knowledge for positive change (e.g., gathering intelligence from key stakeholders, encouraging open exchange of information, and using quality evidence).
- No
Rank 1 2 3 4 5
Demonstrates knowledge of public health concepts (e.g., health status of populations, inequities in public health, the determinants of health, and health promotion and health protection).
- No
Rank 1 2 3 4 5
Able to apply a population and determinants of health approach, using equity and social justice practices to improve the health and well-being of communities and populations.
- No
Rank 1 2 3 4 5
Able to foster a learning environment that supports others to gain public health knowledge and advance public health goals.
- No
Rank 1 2 3 4 5
Able to apply public health ethics that emphasize “doing the right things” for the health of the public/community/population (e.g., achieve the best results for the broader group).
- No
Rank 1 2 3 4 5
Able to advocate for the greater public good/health of the population which may require challenging general opinion or a stakeholder interest.
- No
Rank 1 2 3 4 5
Able to support marginalized populations in advocacy of their public health.
- No
Rank 1 2 3 4 5
Able to advocate for supportive environments, services and resources that foster health and well-being of communities and populations.
- No
Rank 1 2 3 4 5
Able to facilitate excellence in client-centred service (e.g., best practice).
- No
Rank 1 2 3 4 5
Able to foster a culture of community capacity-building that is responsive to the needs of the community.

2b. Are there any other ‘**Leadership for All**’ skill areas, not mentioned above, you would rank as one of your top five that you need professional development in?

Yes No If yes, please specify skill area:

Please review your answers and click continue.
Your survey information from this page will be entered into our database!

Sample
Please Continue

Public Health Core Competencies in BC Project
Public Health Workforce Self-Assessment Tool for 'Leadership for All'

Part B: Please respond to these overall questions for the competency area 'Leadership for All'.

1a. Overall, how often do you use **leadership skills** to carry out the core public health functions (or deliver the core public health programs) you are responsible for in your organization?

Regularly Fairly Often Sometimes Rarely Never

1b. Do you feel you should have the opportunity to use your **leadership** skills more often in your work?

Yes No Not Sure If yes, what are the limiting factors?:

2. In your opinion, does your organization value **'Leadership for All'**?

Yes No Don't Know

3a. Does your organization support your leadership efforts?

Yes No Don't Know

3b. If yes, please indicate the supports you receive from your organization for carrying out leadership activities.

Please check all that apply from the list below:

Available Organizational Supports for Carrying out Leadership Activities:

- Financial (e.g., budget allocation)
- Tools (e.g., video conferencing, data base, website, GIS mapping, etc.)
- Administrative (e.g., organizing meetings, physical space, etc.)
- Supportive organizational culture and leadership
- Existing positive relationships and partnerships with relevant internal and external groups
- Included in performance review plans
- Access to other experts in this competency area; opportunity to collaborate with others
- Training and education opportunities
- Mentoring opportunities
- Others: Specify

4. Was **Leadership** included as part of your formal professional training?

Yes No Not Sure

5. In the past 5 years have you attended any continuing education in this competency area?

Yes No N/A

If yes, please specify where you received the training and who delivered it

In-house – specify:

Academic institution – specify:

Community Training – specify:

Other - specify:

6. Has a need for professional development in this competency area been identified in your current performance review plan?

Yes No N/A

7. Considering your future career goals, is professional development in leadership important to you?

Yes No Don't Know

8. What training delivery option do you prefer? Please select one:

- Classroom
- Classroom with web-based materials
- Fully on-line – self-directed
- Fully on-line – interactive, webinar
- Mentoring in the workplace
- Practice-based training in the community
- Combination (e.g. classroom/on-line, workplace) learning
- No preference
- Other - Please specify:

9. With regard to length of time of a training program, what would you prefer? Please select one:

- Week-end daytime workshop
- One or two-day workday sessions
- Once a week in the evenings over a period of time (e.g. three or four months)
- Once a month during the day over a period of time (e.g. four-six months)
- Year long course
- No preference
- Other - Please specify:

10. What is important to you for your professional development? Recognizing that the professional development provided would include three components: knowledge, skill development and practical/experiential learning - What would you prefer? Please select one

- An in-service workshop
- Stand alone training in this competency area
- Training in this competency area that can be applied to a certificate or diploma
- Training in this competency area that is part of a masters degree in Public Health or other related field
- No preference
- Other - Please specify:

11. Does your organization provide, or do you feel it should provide, the following professional development supports for employees regarding 'Leadership for All'?

Professional Development Supports	Provides	We don't provide	We don't provide but should	Don't Know
Give time off during work hours to take training	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay 100% of staff tuition upon completion of the training	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay a portion of the staff tuition upon completing the training	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Recognize courses in performance plans, if applicable	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Recognize staff achievement in some tangible way e.g., special assignment, salary, promotion, etc. as determined by workplace agreements	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Offer workshop on site free of charge	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Support development and participation in communities of practice	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Other possible approaches – Please specify:	<input type="text"/>			

PART C: DEMOGRAPHIC INFORMATION - Please specify:

12. Please specify your professional discipline:

- Audiology
- Dental
- Community Developer
- Counsellor
- Environment Health Officer
- Medical Health Officer
- Nutritionist/dietitian
- Public Health Nurse
- Policy and planning
- Speech Language Pathology
- Social Worker
- Other discipline specify:

13. Which best describes your role? Please select one:

- Front-line staff
- Practice support leader/ educator
- Program consultant
- Coordinator
- Manager/supervisor
- Other - Please specify:

14a. Where you work: Employer

- Regional Health Authority: VCH FH VIHA IH NH
Health Service Delivery Area If appropriate, specify:
- Provincial Health Services Authority

Provincial Ministry of Health or other Ministry Please specify:

Other Please specify:

14b.Area of responsibility:

Program area- please specify::

a. General program area :

b. Specific program content :

Corporate area, if applicable – specify :

Other- specify :

15. Length of time you have worked in Public Health?

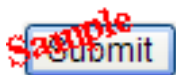
less than 5 years

5-10 years

more than 10 years

16. Do you have any comments to share about this self-assessment tool, professional development needs or public health core competencies?

Please review your answers and click submit.
Your survey information from this page will be entered into our database!



Thank you for your participation and time.
Your submission was successfully sent!

[Exit](#)