


















SELF-ASSESSMENT TOOL




Pillar of Practice	Self-assessment Questions	Confident 	Fine 	Need Work 
Clinical Practice	<p>Person-centredness</p> <p>I consistently listen to, respect and respond to individual values, preferences and needs</p> <p>I am able to support service users to achieve the outcomes they want</p> <p>I have the skills to promote health and support self-management</p> <p>I seek ways to work collaboratively with other health and social care professionals.</p> <p>I seek out and act on formal and informal feedback about service users experience</p>			




Pillar of Practice	Self-assessment Questions How effective are you?	Confident 	Fine 	Need Work 
Clinical Practice	<p>Patient safety</p> <p>I am clear about what being accountable and professional means to my practice and to the public</p> <p>I have the skills to learn from critical incidents</p> <p>I recognise that good nutrition and prevention of healthcare associated infections are everyone's business.</p>			
Clinical Practice	<p>Effective practice</p> <p>I can use quality improvement methodologies to improve practice</p> <p>I recognise the benefits of using technology in current and future practice.</p> <p>I have well developed clinical decision making skills</p>			

Pillar of Practice	Self-assessment Questions	Confident 	Fine 	Need Work 
Facilitation of Learning	<p>The Learning Environment</p> <p>I understand how people learn, what motivates and hinders them, and how they learn within the workplace setting</p> <p>I am able to ensure a positive learning environment exists in my area</p> <p>I know how to assess the learning needs of those I am responsible for</p>			
Facilitation of Learning	<p>Facilitating Learning</p> <p>I am effective in supporting others to develop their knowledge and competence</p> <p>I can plan an activity or session to help others to learn</p> <p>I make the most of recognising when others are ready and open to learn</p> <p>I know how to evaluate how effective I have been at supporting others to learn</p>			

	<p>I ensure I give feedback to others in a supportive and constructive way</p> <p>I actively seek out and act on feedback on my own practice</p> <p>I am a reflective practitioner and support others to reflect on their practice</p> <p>I have the skills to support and supervise others</p> <p>I know a range of opportunities available to people to enable them to learn in the workplace</p>			
Pillar of Practice	<p>Self-assessment Questions</p> <p>How effective are you?</p>	Confident 	Fine 	Need Work 
Leadership	<p>Personal Qualities and self-awareness</p> <p>I am very clear about my own values and how these fit with the values of my team, my profession, and my organisation</p> <p>I recognise that leadership exists at every level and adapt my own style of leadership to inspire and motivate other people</p> <p>I have effective communication skills</p>			

	<p>I use negotiation and influencing skills as part of my professional practice</p> <p>I am resilient when faced with challenging situations</p>			
Pillar of Practice	<p>Self-assessment Questions</p> <p>How effective are you?</p>	<p>Confident</p> 	<p>Fine</p> 	<p>Need Work</p> 
Leadership	<p>Professionalism and Team working</p> <p>I act professionally with an understanding of what service users expect from members of the multidisciplinary team</p> <p>The team I work in is clear about each others roles and have the skills they need to deliver the service</p> <p>I am effective in managing conflict</p>			
Leadership	<p>Change Management</p> <p>I have the skills to plan, implement and embed changes in practice</p> <p>I am developing my skills in leading change within my sphere of influence</p>			

	I know what is required to manage risks associated with new developments			
Pillar of Practice	Self-assessment Questions How effective are you?	Confident 	Fine 	Need Work 
Evidence, Research and Development	Reviewing and Assessing Practice I review my practice regularly to ensure it is based on the best available evidence I can identify what service improvement, audit or research activities are happening in my area of interest I have the necessary skills to be able to find and apply the best available evidence to my practice I can identify and apply the principles of healthcare ethics to my practice I am able to plan a project that will help improve practice			
Evidence, Research and Development	Gathering Evidence I feel confident in how to access and review the literature using the Knowledge Network			

	<p>I know how data is used to drive quality</p> <p>I can select an appropriate method to collect data if I am undertaking a project to improve practice</p> <p>I can collate and analyse data I have generated.</p>			
Pillar of Practice	<p>Self-assessment Questions</p> <p>How effective are you?</p>	<p>Confident</p> 	<p>Fine</p> 	<p>Need Work</p> 
Evidence, Research and Development	<p>Improving Practice</p> <p>I have the necessary report writing skills to communicate my findings from a project I have undertaken</p> <p>I feel able to make changes to improve practice based on evidence</p> <p>I know how to share any improvements made with others</p>			

Once you have completed the self-assessment, return to the website to find out more about learning activities and resources which are intended to assist you in practice. <http://www.effectivepractitioner.nes.scot.nhs.uk/personal-and-professional-development/self-assessment-and-development-planning.aspx>