

**Perley and Rideau Veterans' Health Centre**

**Individual Directors' Self-Assessment<sup>1</sup>**

**Preamble**

As part of the Perley-Rideau's performance management process for continuous evaluation, Directors are requested to assess their own contribution to the effective governance of the Health Centre. The following questionnaire is provided to assist Directors in objectively assessing their personal performance at least annually.

Although Directors are not required to record or submit their assessments in any form, individuals may wish to review any perceived weaknesses with their mentor, a trusted colleague, a committee chair or the Board Chair.

**Knowledge and Understanding**

How well am I equipped to serve as a Board Member?

1. I have a good understanding of the Perley-Rideau's Bylaws, policies and programs as they pertain to me as a Board Member.
2. I have a good understanding of my role and duties as a Board Member.
3. I have a good understanding of the major issues impacting on long term care and care for the elderly in Ontario.
4. I understand the Perley-Rideau's budget and financial statements.
5. I seek clarification when necessary to enhance my understanding of the issues before the Board.
6. I understand and respect the distinctions between the governance role of the Board and the roles of management and staff.

**Participation and Contribution**

To what extent am I contributing to the effective governance of the Perley-Rideau?

1. I have regularly attended meetings of the Board and assigned committees.

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<sup>1</sup> This checklist has been adapted from "Governing for Results – A director's Guide to Good Governance" by Mel D. Gill

2. I am well prepared for meetings (i.e. I have reviewed and considered agenda material).
3. I contribute to Board and Committee discussions to the best of my ability.
4. I provide advice to the Board based on my best judgment.
5. I base my judgments on the best available information and evidence, and on what I believe to be the best overall interests of the Perley-Rideau.
6. I voice any disagreement I might have with Board decisions or direction in a constructive manner within the Board as decisions are being made.
7. I consistently respect and support Board decisions.
8. I work hard at developing and maintaining a spirit of collegiality and positive interpersonal relationships within the Board and with senior management.
9. I carry out assigned tasks in a timely and efficient manner.
10. I attend and/or assist in organizing special events on behalf of the Board, consistent with the expectations for Board Members.
11. I represent the Board and the Perley-Rideau positively to the community.
12. I contribute my time, skills and experience, consistent with expectations for Board Members and my personal capacity.

### **Global Assessment**

How well am I doing as a Board member?

1. How much time did I actually spend on Board-related matters over the past year?
2. What have been my particular contributions during my present term? Have my efforts made a difference? Are my contributions having a positive effect on the governance of the Perley-Rideau? Have I had an impact on “mission accomplishment”?
3. What are my most pronounced strengths as a member of the Board?
4. What are my most glaring weaknesses?
5. How does my performance objectively compare to that of other members? Would I rate my performance and contributions in the lower third, middle third or upper third?
6. Which Board Members do I respect the most? What is it about their performance and contributions that I most admire?

## **Satisfaction**

To what extent am I satisfied as a Board Member?

1. I find a good balance between my time and effort on behalf of the Perley-Rideau and the personal satisfaction I feel from serving on the Board?
2. I have found serving on the Board to be personally rewarding and fulfilling.
3. I am satisfied with my contribution to the Perley-Rideau.
4. What are the most important benefits I derive from being a member of this Board?
5. I remain committed and dedicated to the mission of the Perley-Rideau.

## **Future**

1. Do I have the time, energy, and commitment to continue to be a productive Member of the Board?
2. In what areas would I like to improve to become a better Member of the Board? What if any training or exposure may be required?
3. On which committee(s) would I like to serve during the next year?
4. Are there any reasons why I should consider resigning from the Board?
5. Do I wish to seek re-election for another term at the Annual General Meeting?