**2018 Leadership Performance Metrics For “Supervised Practice” at Health Plus**

**Circle the Health Plus programs you participated in and list your role. Preceptors will consider your engagement and complete the following grading form. Note: some programs are seasonal and may not be available at the time you are scheduled.**

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| **PROGRAMS** | **YOUR ROLE** |  | **PROGRAMS** | **YOUR ROLE** |
| Farmers Market |  |  | Employee Picnic |  |
| Employee Benefits Fair |  |  | Vandy Cooks |  |
| Go for the Gold |  |  | Vandy Walks/National Walking Day |  |
| Hold the Stuffing |  |  | Healthier You |  |
| Diabetes Prevention (DPP) |  |  | Wellness Commodore Celebrations |  |
| CORE Nutrition |  |  | Nutrition for Life |  |
| Babies and You |  |  | Know Your Numbers |  |
| Nutrition Month |  |  | Other |  |

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| **LEVELS/**  **CRITERIA** | **UNSATISFACTORY PERFORMANCE.** *Does not fulfill required activities; needs constant supervision; has great difficulty in achieving pre-determined objectives.*  ***(40 points)*** | **NEEDS MUCH IMPROVEMENT.** *Needs assistance on many projects; requires guidance to achieve pre-determined objectives.*    ***(60 points)*** | **ENTRY LEVEL.** *Performs all activities correctly; works with minimum assistance once guidelines are established; meets pre-determined objectives.*  ***(80 points)*** | **BEYOND ENTRY LEVEL.**  *Exceeds pre-determined objectives.*  *Performs all activities with great accuracy; works independently once guidelines are established*  ***(85 points)*** | **ACTUAL**  **SCORE** |
| **Responsibility** | Has poor attendance, consistently tardy, and rarely participates | Demonstrates average attendance, occasionally arrives late, and minimally participates | Demonstrates adequate attendance, arrives on time and adequate participation | Consistently demonstrates perfect attendance, always on time or early and exceptional participation |  |
| **Respect** | Is not respectful of others or differences in culture, language, gender, sexual orientation, or socio-economic status | Demonstrates developing understanding of respect for differences in culture, language, gender, sexual orientation, or socio-economic status | Demonstrates ability to respect differences in culture, language, gender, sexual orientation, or socio-economic status and to  interact professionally | Consistently demonstrates sensitivity, honesty, ethical consideration and respect for the culture, language, gender, sexual orientation or socio-economic status of others |  |
| **Reliability** | Frequently misses deadlines | Occasionally misses deadlines | Work is submitted on time. Intern can be relied on to follow through with tasks | Consistency in work quality, submitted and/or provided on time. Keeps accurate records. |  |
| **Communication** | Demonstrates ineffective oral and/or written communication skills | Selectively demonstrates effective oral and/or written communication skills | Demonstrates effective oral and/or written communication skills | Consistently demonstrates professionalism in all situations, conversations and documents |  |
| **LEVELS/**  **CRITERIA** | **UNSATISFACTORY PERFORMANCE.** *Does not fulfill required activities; needs constant supervision; has great difficulty in achieving pre-determined objectives.*  ***(40 points)*** | **NEEDS MUCH IMPROVEMENT.** *Needs assistance on many projects; requires guidance to achieve pre-determined objectives.*    ***(60 points)*** | **ENTRY LEVEL.** *Performs all activities correctly; works with minimum assistance once guidelines are established; meets pre-determined objectives.*  ***(80 points)*** | **BEYOND ENTRY LEVEL.**  *Exceeds pre-determined objectives.*  *Performs all activities with great accuracy; works independently once guidelines are established*  ***(85 points)*** | **ACTUAL**  **SCORE** |
| **Professionalism & Appearance** | Does not wear proper attire or fails to display professional grooming per dress code policy | Seldom wears proper attire or seldom displays professional grooming per dress code policy | Wears proper attire and displays professional grooming per dress code policy | Consistently wears proper attire and displays professional grooming per dress code policy |  |
| **Professionalism & Demeanor** | Does not engage with others or listen respectfully to varying ideas | Listens to ideas. Demonstrates emerging understanding of how to create positive professional relationships | Receptive to varying ideas, relates well to others, and demonstrates respect for differences | Consistently receptive to varying ideas, relates well to others and demonstrates respect for differences. Maintains confidentiality at all times. |  |
| **Collaboration** | Does not offer ideas, ask questions, offer solutions or participate in discussions and/or meetings | Shares some responsibility for completing tasks. Offers ideas or solutions, asks questions, sporadically | Shares responsibility for creation and application of ideas/solutions, activities and projects | Consistently collaborates on projects, planning, discussion and meetings. Demonstrates ability to work together effectively. |  |
| **Contributions** | Does not offer ideas, ask questions, offer solutions or participate in discussions and/or meetings | Seldom contributes valuable ideas during discussions and in meetings. Emerging as a team player. | Often contributes valuable ideas during discussions and in meetings. Is a positive team player and displays emotional intelligence. | Consistently contributes meaningfully to discussions, searching for answers, encourages and supports others. |  |
| **Self-Reflection** | Minimal reflection on professional development and practice | Seeks out and reflects on experiences and practices from various sources | Demonstrates ability to reflect, understand and make connections between theory and practice | Consistently demonstrates reflection on professional development and practice; making connections between theory and practice |  |
| **Openness** | Appears uninterested and does not demonstrate or share curiosity and passion. Is defensive about feedback and suggestions | Limited demonstration of interest, passion and curiosity. Is sometime defensive about feedback and suggestions. | Demonstrates interest, passion and curiosity. . Willingly incorporates suggestions and responds appropriately to feedback | Consistently and openly contributes to the environment as a result of their interest, passion and curiosity. |  |
| **Date:\_\_\_\_\_\_\_** | Preceptor:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Intern:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | *Resource: 21st Century Skills Standards Rubrics* | **TOTAL POINTS:\_\_\_\_\_\_\_\_\_\_\_\_\_**  **AVERAGE SCORE:\_\_\_\_\_\_\_\_\_\_\_\_** |  |