

# Family Medicine

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## FOUNDATIONAL HEALTHCARE LEADERSHIP SELF-ASSESSMENT (FHLS)<sup>©</sup>

This 5-minute survey is a self-assessment of your leadership skills pertinent to interprofessional healthcare teams. Please read each statement and choose a number between 1 and 5, where 1 is a beginner and 5 is an expert. Circle yes if you would like to improve in this area.

1=Beginner: Rarely use this skill, or don't do it well (<10%)

3=Intermediate: Use this skill half of the time, and do it well sometimes (~50%)

5=Expert: Use this skill most of the time, and do this well (>90%)

Statement	Self-assessment 1=beginner, 5=expert	I want to improve this skill
1. I prioritize my activities	1 2 3 4 5	Yes
2. I engage stakeholders in the change process	1 2 3 4 5	Yes
3. I am accountable for my attitude	1 2 3 4 5	Yes
4. I cultivate a healthy personal life	1 2 3 4 5	Yes
5. I communicate in a timely manner	1 2 3 4 5	Yes
6. I approach problems in a positive and constructive manner	1 2 3 4 5	Yes
7. I hold team members accountable for their assigned work	1 2 3 4 5	Yes
8. I delegate work to the appropriate team member	1 2 3 4 5	Yes
9. I conduct effective meetings	1 2 3 4 5	Yes
10. I use active listening	1 2 3 4 5	Yes
11. I forgive others	1 2 3 4 5	Yes
12. I change my behavior based on constructive feedback	1 2 3 4 5	Yes
13. I apologize when appropriate	1 2 3 4 5	Yes
14. I effectively manage my time	1 2 3 4 5	Yes
15. I empower team members to develop solutions	1 2 3 4 5	Yes
16. I communicate in a respectful manner	1 2 3 4 5	Yes
17. I elicit input so that various opinions can be heard	1 2 3 4 5	Yes
18. I communicate clearly	1 2 3 4 5	Yes
19. I select a decision-making process based on the situation	1 2 3 4 5	Yes
20. I forgive myself	1 2 3 4 5	Yes
21. I help my team get the resources they need	1 2 3 4 5	Yes

Scoring Instructions: Transfer the score for each numbered statement and add together to get total score for the leadership domain. Then divide by number of statements to compute the average score for each leadership domain.

Leadership Domain	Score for each statement	Total Domain Score	Divide by:	Average Domain Score
Accountability	(3)___ + (6)___ + (11)___ + (12)___ + (13)___	=	5	
Collaboration	(2)___ + (15)___ + (17)___	=	3	
Communication	(5)___ + (10)___ + (16)___ + (18)___	=	4	
Team Management	(7)___ + (8)___ + (9)___ + (19)___ + (21)___	=	5	
Self-Management	(1)___ + (4)___ + (14)___ + (20)___	=	4	

### DOMAIN

### DEFINITION

<b>ACCOUNTABILITY</b>	Demonstrates responsibility for the impact of one's own behaviors
<b>COLLABORATION</b>	Works with others to accomplish a mission
<b>COMMUNICATION</b>	Creates understanding through exchange of information and ideas
<b>TEAM MANAGEMENT</b>	Facilitates group engagement, operations, and performance
<b>SELF-MANAGEMENT</b>	Handles oneself with discipline and compassion