The ENA Leadership Development and Elections Committee in partnership with the ENA Board of Directors have identified key competencies to assist those who are interested knowing the roles and expectations of an elected leader. The Leadership Development and Elections Committee strongly encourage you to use this tool to help determine if you are prepared to become a Board member. If you feel you do not fulfill the competencies identified, the committee encourages you to reach out to seek guidance on future growth and development.

**Skill Rating Scale: 1 = requires development, 2 = partially achieves, 3 = successfully achieves, 4 = exceeds expectations, 5 = exemplary**

|  |
| --- |
| ***Collaboration (The board member demonstrates a spirit of team work and cooperation.)*** |
| ***Component*** | ***Self-Rating*** | ***Reasons for Rationale***  |
| 1. Ability to work collaboratively in a group. | Choose a rating. |  |
| 2. Ensures one’s own emotions and passions do not hinder group relationships and outcomes and maintains objectivity. | Choose a rating. |  |
| 3. Actions and contributions to board dialogue support consensus building. | Choose a rating. |  |
| 4. Invites, seeks, values and uses feedback. | Choose a rating. |  |
| 5. Identifies and manages conflict effectively. Identifies and manages conflict effectively. | Choose a rating. |  |

|  |
| --- |
| ***Decision Making (The board member seeks information and utilizes that information to make decisions.)*** |
| 6. Identifies and utilizes key performance indicators in decision making. | Choose a rating. |  |
| 7. Ability to make decisions that support the strategic vision. | Choose a rating. |  |
| 8. Is flexible and willing to change stances when necessary or appropriate. | Choose a rating. |  |
| 9. Promotes the association’s mission and strategic goals in decision making. | Choose a rating. |  |

|  |
| --- |
| ***Strategic Thinking (The board member demonstrates commitment to long term success of the association.)*** |
| 10. Able to think independently, grows in knowledge, and relies on data rather than opinions. | Choose a rating. |  |
| 11. Ability to recognize wider business and societal changes that impact ENA and the profession. | Choose a rating. |  |
| 12. Able to advance the future of the association by demonstrating critical thinking, asking questions and challenging opinions. | Choose a rating. |  |

|  |
| --- |
| ***Professionalism (The board member consistently displays an attitude of integrity and professionalism.)*** |
| 13. Demonstrates a commitment to professional growth and development. | Choose a rating. |  |
| 14. Exhibits integrity in personal and professional interactions and maintains confidentiality. | Choose a rating. |  |
| 15. Demonstrates commitment to the purpose, vision and values of the organization. | Choose a rating. |  |
| 16. Will act on and remain accountable for board decisions.  | Choose a rating. |  |
| 17. Understands the importance of emotional intelligence and demonstrates key components for effective interactions. | Choose a rating. |  |

|  |
| --- |
| ***Business Acumen (The board member demonstrates initiative, ambition, and communication styles that result in positive business outcomes.)*** |
| 18. Demonstrates the ability to make informed business decisions by ensuring strategies, budgets and business plans are compatible with the vision and strategy. | Choose a rating. |  |
| 19. Prepares for board meetings in advance and contributes at all board meetings. | Choose a rating. |  |
| 20. Articulates thoughts, opinions, rationales, and points in a clear, concise, and logical manner. | Choose a rating. |  |

|  |
| --- |
| ***Leadership Planning (The board member demonstrates commitment to long term success of the association and contributes to the overall succession plan for the Board.)*** |
| 21. Mentors members seeking opportunities within ENA (committee work, board positions, etc.). | Choose a rating. |  |
| 22. Represents the board and ENA in a positive and professional manner to encourage involvement and participation.  | Choose a rating. |  |
| 23. Develops meaningful relationships with members and others in the emergency nursing profession. | Choose a rating. |  |