

## **Peer Assessment for the Catholic Healthcare Partners Board of Trustees**

These forms were developed by the CHP Governance Committee, with the assistance of Barry S. Bader, President, Bader & Associates, and were approved by the CHP Board.

These documents are based on CHP's core values, the CHP board's roles and responsibilities, and the expectations established for CHP's board members. They may or may not fit other boards' situations.

Each board should adopt its own individual competencies and evaluation instrument. Reviewing others' efforts is a helpful reference point, but no sample should be used without modification,

For further information, contact contact Sister Mildred Ely, [mely@health-partners.org](mailto:mely@health-partners.org) or Barry S. Bader, [bbader@GreatBoards.org](mailto:bbader@GreatBoards.org).

## Peer Assessment for the CHP Board of Trustees

Complete this questionnaire by indicating how much you agree with the following statements.

***(Pre-print Name of Board Member)***

**Scale (circle one)**

| <b>Individual Competencies</b>  | Strongly<br>Disagree | Agree | Neutral | Agree | Strongly<br>Agree | Not<br>Applic-<br>able/<br>Can't<br>rate |
|---|----------------------|-------|---------|-------|-------------------|--|
| 1. Demonstrates commitment and passion for the mission and values of CHP and the Catholic health ministry                                 | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 2. Exhibits strong integrity ... is trustworthy, honest and open  | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 3. Understands the difference between governing and managing a complex organization   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 4. Comes to board meetings and committee meetings well prepared   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 5. Contributes the time necessary to be an effective member   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 6. Helps the board to quickly grasp the strategic context and critical aspects of new and complex issues                                  | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 7. Participates actively but not to excess  | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 8. Articulates his or her views clearly and succinctly in positive ways   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 9. Contributes to the CEO's and the board's perspective and wisdom by freely sharing pertinent experience and knowledge                   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 10. Brings new thinking and creative ideas  | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 11. Raises constructive questions, encourages others to face realities, and is willing to challenge prevailing assumptions when necessary | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 12. Makes comments at the appropriate times   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 13. Draws out others to make contributions  | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 14. Helps move discussions along toward closure   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 15. Listens to others and is willing to change his or her views   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 16. Accepts challenges without becoming defensive   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 17. Exercises sound judgment, applying pertinent principles and benchmarks to board deliberations and decision making                     | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 18. Displays independence, developing his or her positions based on objective information, not only based on management's recommendations | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 19. Is willing to take on leadership responsibilities   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |
| 20. Helps to open doors and communicate CHP's messages to key external constituencies   | 1                    | 2     | 3       | 4     | 5                 | NA                                       |

**Peer Assessment for the CHP Board of Trustees**  
**Open-Ended Questions**

Use this section to share your observations about individual board members. You do not need to answer every question about every member.

Check here if you like would like the facilitator to contact you to discuss your evaluation of this member. Indicate your name and telephone below ONLY if you wish to be contacted. Your Name: \_\_\_\_\_  
Your Phone \_\_\_\_\_

**Board Member's Name:** \_\_\_\_\_

1. What are the most positive ways that this member contributes to the work of the board?

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2. How could this member improve his or her contribution to the work of the board?

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3. Other comments to help this member

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