

Sample Board Peer Assessment Questionnaire for a Community Hospital

Note: The following is intended to be an example that boards should adapt to meet their individual needs.

Trait/Characteristic	Director 1	Director 2	Director 3	Etc.
Reads materials and comes prepared for meetings				
Participates - actively engaged at meeting				
Supports and promotes the hospital				
Consistently demonstrates integrity and high ethical standards				
Complies with the conflicts of interest policy				
Respects confidentiality as required				
Communicates ideas and concepts effectively				
Listens well and respects those with differing opinions				
Thinks independently – will express view contrary to the group				
Inquisitive – asks appropriate and incisive questions				
Thinks strategically in assessing the situation and offering alternatives				
Exhibits sound, balanced judgment for the benefit of all stakeholders				
Develops and maintains sound relationships – a team player				
Understands the role of board committees				
Understands and respects the role of the chair				
Demonstrates financial literacy though not necessarily an expert in the field				
Demonstrates understanding of quality and patient safety issues though not necessarily an expert in the field				
Effectively applies and contributes his/her special skills, knowledge or talent to the issues				
Supports board decisions - acts as one on all board actions once the decision has been made				
Contributes effectively to board performance				
Self (<i>Identify yourself by a check in this column</i>)				

Scoring		
4	Outstanding/Above Average	Consistently performs beyond expectations; does more than is expected of a director; frequently contributes more than average.
3	Fully Satisfactory	Consistently demonstrates the quality at a standard expected of a director; a solid performer.
2	Adequate	Demonstrates the expected qualities but may be inconsistent in the demonstration or has minor weaknesses that could be improved with attention.
1	Could Improve	Would benefit by modifying this aspect of his/her behavior to conform to the expectations.
X	N/A	Cannot assess the individual on this question; lack exposure to, or knowledge of, demonstrated behaviors or traits.