



## Chief Executive Officer Performance Assessment

This CEO performance evaluation measures your viewpoints and ideas about your CEO's leadership performance effectiveness. The evaluation consists of two sections:

**Section 1: Your assessment of the essential functions of your hospital Chief Executive Officer; and  
Section 2: Personal attributes of the CEO.**

There are four buttons at the bottom of each of the pages of this evaluation. **DO NOT use the forward or back buttons on your Web browser to navigate through the evaluation, as this will erase all entered data.**

You may use the "back" button at the bottom of the page to return to previous pages, the "pause" button to leave your evaluation for a short period of time, the "reset" button to clear the answers on the current page, and the "continue" button to move forward from one page to the next. The bar in the upper right hand corner indicates your progress in completing the evaluation.

### Confidentiality Guarantee

Your responses to this CEO performance evaluation are anonymous and non-identifiable by individual. Individual answers will be considered together and presented in a summary analysis.

Your Name:

**Your name is only used to know who has responded to the CEO performance evaluation. Your responses will not be individually identifiable, and the results of this evaluation will be compiled by an outside firm.**

[If you are having problems  
with the evaluation please click here  
or call \(503\) 469-8663.](#)

**Begin Evaluation**



## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 1: Medical Staff Relations

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Develops medical staff cohesiveness and a strong working relationship between the medical staff, management and the Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with the medical staff, defines physician led initiatives which further the strategic objectives of the hospital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures an adequate supply of physicians and physician specialties to meet the health needs of the community by developing specialty specific recruitment plans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports medical staff leadership in developing patient care improvement processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anticipates, understands and responds in a timely manner to medical staff needs and concerns, particularly in the area of capital planning and technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develops formal and informal communication mechanisms for communication with the medical staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates an environment that helps physicians capitalize on practice-building opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates a clear vision of the future that is relevant to the medical staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports the medical staff in all efforts related to quality improvement, patient safety and patient satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the CEO improve his/her leadership in this area?

[If you are having problems  
with the evaluation please click here  
or call \(503\) 469-8663.](#)

Back

Pause

Reset

Continue



## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 2: Internal Operations

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Plans, organizes, manages, evaluates and regularly reports to key constituents on the critical activities impacting hospital operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishes goals and objectives, both personally and for direct reports, to achieve the strategic objectives defined by the Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Implements established policies and maintains general liaison with the board, medical staff and employees of the hospital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifies, develops, and recommends to the Board of Directors the required policies, procedures and standards necessary to ensure smooth functioning of hospital operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develops an organizational structure, with clear lines of opportunity, authority and accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures an effective system of internal controls that safeguard the physical, financial and human resources of the hospital, directing corrective actions as necessary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the CEO improve his/her leadership in this area?

[If you are having problems  
with the evaluation please click here  
or call \(503\) 469-8663.](#)

Back

Pause

Reset

Continue



## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 3: Leadership Development

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Creates a productive, open communication environment in which all affected parties are motivated to achieve, feel appreciated and work to their highest levels of efficiency and productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides strong and effective leadership to employees to ensure they understand and are focused in their support of the hospital's mission and vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures that progressive educational programs and training opportunities are provided to assure effective skill building among employees, medical staff and the Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assists department managers and other personnel in identifying methods and systems for improving productivity and quality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages managers to capitalize on every opportunity to improve productivity and quality in their areas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consistently achieves quality performance targets as set by the Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oversees the development, implementation and review of personnel policies and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the CEO improve his/her leadership in this area?

[If you are having problems  
with the evaluation please click here  
or call \(503\) 469-8663.](#)

Back

Pause

Reset

Continue



## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 4: Leadership and Strategic Development

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Ensures that all departments/programs establish and submit annual operating plans that support the hospital's strategic objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrates seasoned, mature leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrates decisive, visible and intuitive human relations skills necessary to relate effectively with a variety of important constituencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participates in professional organizations in a leadership capacity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides assertive leadership and a "winning philosophy" to employees, the board, and community members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is aware of changes outside the organization that have impact on internal operations, and reacts appropriately with strategic focus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Earns and maintains respect among employees, the medical staff and the board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enhances and improves the morale and spirit of employees, the medical staff and the board, motivating them to perform to their maximum potential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assists the Board of Directors in continuously developing the hospital's mission, values, and vision to serve the health improvement needs of the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides direction to the board and staff in continuous strategic development, ensuring that the hospital pursues specific and quantifiable strategic objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Holds department managers accountable for the responsibilities of their positions; regularly measures managers' performance against established criteria	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides leadership to promote the hospital's role as a vital community health improvement resource	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishes a culture built around quality, service and continuous improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Motivates and challenges the board, medical staff and employees to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

respond appropriately to the issues facing the hospital

Responds effectively to changing circumstances in order to maximize opportunities and eliminate barriers

☐ ☐ ☐ ☐ ☐ ☐ ☐

Creates and maintains an environment that contributes to optimal efficiency, productivity and results

☐ ☐ ☐ ☐ ☐ ☐ ☐

Gains cooperation of staff members in achieving hospital and departmental goals

☐ ☐ ☐ ☐ ☐ ☐ ☐

Inspires confidence through personal attitude and performance

☐ ☐ ☐ ☐ ☐ ☐ ☐

Stays current with national and local issues affecting the hospital

☐ ☐ ☐ ☐ ☐ ☐ ☐

Monitors key statistical indicators that measure hospital performance, taking timely action as appropriate

☐ ☐ ☐ ☐ ☐ ☐ ☐

Monitors the hospital's marketing efforts in order to improve the hospital's reputation and market share

☐ ☐ ☐ ☐ ☐ ☐ ☐

Regularly informs and advises the Board of Directors, medical staff and employees on trends and other forces that affect the performance of the hospital

☐ ☐ ☐ ☐ ☐ ☐ ☐

Initiates effective action on issues with no policy, but which require immediate action

☐ ☐ ☐ ☐ ☐ ☐ ☐

Develops policy statements for consideration and approval by the Board of Directors

☐ ☐ ☐ ☐ ☐ ☐ ☐

Analyzes and develops new business opportunities which promote hospital growth, profitability and service to the community

☐ ☐ ☐ ☐ ☐ ☐ ☐

Establishes and revises long-range strategic plans which support the hospital's mission and vision

☐ ☐ ☐ ☐ ☐ ☐ ☐

Provides quarterly strategic development reports to the Board of Directors

☐ ☐ ☐ ☐ ☐ ☐ ☐

How can the CEO improve his/her leadership in this area?

[If you are having problems with the evaluation please click here](#)  
[or call \(503\) 469-8663.](#)

Back

Pause

Reset

Continue



## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 5: Financial Development

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Utilizes financial and analytical skills to take effective action on long-range financial planning and short-term financial decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands financial data and leads the analysis of that data to determine required strategic decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Takes quick and effective action to cure controllable financial problems and implements required recovery mechanisms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishes and monitors long-range facilities plans, and coordinates those plans with financial capabilities and strategic needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leads department managers in determining resource allocations, including budgets, equipment, facilities and personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures an annual audit of the financial operations of the hospital, with a careful and thorough review by the Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develops the annual budget with active participation of department managers and others, as appropriate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consistently achieves financial targets as set by the Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures that capital expenditure budgets are developed to reflect the program and service needs of the hospital in meeting the health improvement needs of the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively negotiates contracts that are advantageous to the hospital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the CEO improve his/her leadership in this area?

[If you are having problems  
with the evaluation please click here  
or call \(503\) 469-8663.](#)

Back

Pause

Reset

Continue



## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 6: Community Relations

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Works effectively with community leaders, and with other health providers in the region to understand and respond to unmet community needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responds effectively to community health care service needs, comparing existing hospital services and programs to those needs and designing new programs and services to address unmet needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages integration of the hospital with the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perceived by community leaders as a resource	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continually maintains awareness of community needs, and identifies ways to meet those needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the CEO improve his/her leadership in this area?

If you are having problems  
with the evaluation please click here  
or call (503) 469-8663.

Back

Pause

Reset

Continue





## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 7: Board Relations and Development

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Regularly informs and advises the Board of Directors on health care trends and other factors impacting hospital performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Directs the functions of the hospital in accordance with the mission and policies established by the Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensures continuing education programs for the board	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the CEO improve his/her leadership in this area?

[If you are having problems  
with the evaluation please click here  
or call \(503\) 469-8663.](#)

Back

Pause

Reset

Continue



## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 8: Teambuilding

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Deals with organizational conflict and builds teamwork and consensus throughout the management team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coordinates key activities of the Board of Directors, medical staff and other hospital staff with a focus on responding to community needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Determines the effectiveness of hospital programs and services and implements changes where necessary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Actively promotes teambuilding among employees, the medical staff and the Board of Directors to accomplish hospital objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds commitment among the board, medical staff, and employees to fulfill the mission and vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the CEO improve his/her leadership in this area?

[If you are having problems  
with the evaluation please click here  
or call \(503\) 469-8663.](#)

Back

Pause

Reset

Continue



## Section 1: Essential Functions of the Hospital Chief Executive Officer

### Leadership Function 9: Regulatory Compliance

Please rate your agreement with the statements below using the following scale:

**Level 5:** I **strongly agree** with this statement. The CEO **always** practices this as part of his/her leadership. The CEO's performance in this area is **outstanding**.

**Level 4:** I **generally agree** with this statement. The CEO **usually** practices this as a part of his/her leadership, but not always. He/she performs **well** in this area.

**Level 3:** I **somewhat agree** with this statement. The CEO **often** practices this in his/her leadership, but he/she is not consistent. He/she performs **fairly well** in this area.

**Level 2:** I **mostly disagree** with this statement. The CEO **inconsistently** practices this as a part of his/her leadership. He/she **does not perform well** in this area.

**Level 1:** I **completely disagree** with this statement. The CEO **never** practices this as a part of his/her leadership. He/she performs **very poorly** in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Ensures compliance with regulatory agencies governing health care delivery	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively represents the hospital in relationships with health agencies and other organizations impacting the hospital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishes a schedule and designates a specific individual responsible for the filing of required state/agency filings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regularly reports to the Board of Directors, compliance with required filings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How can the CEO improve his/her leadership in this area?

[If you are having problems with the evaluation please click here](#)  
or call (503) 469-8663.



## Section 2: Personal Attributes of the CEO

Please rate your agreement with the statements below using the following scale:

**Level 5:** The CEO *always* demonstrates this as part of his/her leadership. The CEO's performance in this area is *outstanding*.

**Level 4:** The CEO *usually* demonstrates this as a part of his/her leadership, but not always. He/she performs *well* in this area.

**Level 3:** The CEO *often* demonstrates this in his/her leadership, but he/she is not consistent. He/she performs *fairly well* in this area.

**Level 2:** The CEO *inconsistently* demonstrates this as a part of his/her leadership. He/she *does not perform well* in this area.

**Level 1:** The CEO *never* demonstrates this as a part of his/her leadership. He/she performs *very poorly* in this area.

**N/S:** Not sure. I do not have enough information to make a determination about the CEO's performance in this area.

**N/A:** Not applicable.

### Management Style

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Projects a feeling of openness, interest in the opinions of others; approachable, friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Values strong rapport and professional working relationships at all levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeks input from others; supports team discussion and encourages dialogue on critical issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective public speaker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Communication

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Grasps important information in one-on-one and group communications, and interprets in a way which avoids or solves problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicates with and relates to others effectively, winning confidence and establishing support for various positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regularly informs employees about relevant hospital activities and plans impacting their jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective in presenting ideas or tasks to individuals and groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Able to synthesize complex issues into easily understood messages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands the communication styles of others and responds appropriately	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains dialogue with the medical staff on issues, activities and decisions of importance to the medical staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regularly informs the Board of Directors on the status of critical hospital operational issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishes effective communication across the spectrum of hospital personnel, programs and services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively delegates through the routine assignment of administrative responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains open lines of communication at all levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Problem Solving/Creativity

	Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
Willing to assume risk and explore creative methods for addressing difficult challenges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handles ambiguous situations well, always bringing focus to the hospital's pursuit of its mission and strategic objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Thinks quickly and assimilates ideas well in providing direction and leadership to the hospital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Values collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands the need for balance between, process, structure and outcome	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Ethics

Level 5	Level 4	Level 3	Level 2	Level 1	N/S	N/A
------------	------------	------------	------------	------------	-----	-----

Demonstrates strong values of fairness, honesty and compassion in dealing with all constituencies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrates a high level of commitment to the mission and vision, and to the community served by the hospital	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively combines strong ethical judgment with technical and management skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What other leadership skills and assets do you think the CEO should possess?

**Please select the "Submit Evaluation" button only one time below.**  
**It may take a few seconds for your submission to be complete.**

[If you are having problems with the evaluation please click here.](#)  
[or call \(503\) 469-8663.](#)

Back

Pause

Reset

Submit Evaluation



**Thank you again for completing this evaluation.  
Your response has been successfully submitted.**