Self-Evaluation: Nurse Year-End Appraisal: [Employee Name]

Complete Self Evaluation

Evaluate your performance on your 3-5 S.M.A.R.T. goals by entering comments and a rating for each.

For additional resources on the performance management experience, please visit our website.
Self-Evaluation: Nurse Year-End Appraisal: [Employee Name]
Continued

Goal
Example Goal 3

Description
Example Goal 3 SMART description

Category

Status
In Progress

Employee Evaluation

Rating

Comment

Add

Summary

Overall Rating Weight
50

Employee Evaluation

Rating

Calculated Rating
0

Calculated Rating Value
Self-Evaluation: Nurse Year-End Appraisal: [Employee Name] Continued

Complete Self Evaluation  Self Evaluation: Nurse Year-End Appraisal  Employee Name

3 hours ago - Effective 06/30/2019

Review Period
07/01/2018 - 06/30/2019

ASPIRE Values ▼

Enter ratings and comments for each section as applicable.

Please see the ASPIRE behavioral rating scale here.

Competency
ASPIRE Accountability

Category
ASPIRE

Description
Acknowledging and assuming responsibility for where we have succeeded and failed in terms of our actions, decisions, policies, and results.
- Own your commitments and outcomes
- Define and set clear expectations
- Be responsible for your mistakes and help to create solutions


Employee Evaluation
Rating

Competency
ASPIRE Stewardship

Category
ASPIRE

Description
Responsibly and carefully managing our resources and commitment to continual improvement and learning while acknowledging shortcomings or problems in our journey.
- Reduce waste
- Allocate resources to support institutional priorities
- Commit to continuous improvement in all you do
- Provide value-added work


Employee Evaluation
Rating

Competency
ASPIRE Professionalism

Category
ASPIRE

Description
Approaching all that we do, in a collaborative way, to deliver excellent customer service and care through the lens of helpfulness, positivity, kindness, and competency.
- Act collaboratively
- Be courteous
- Be present
- Act collaboratively


Employee Evaluation
Rating
Self-Evaluation: Nurse Year-End Appraisal: [Employee Name] Continued

**Competency**

ASPIRE Integrity

**Category**

ASPIRE

**Description**

Being honest, open, and fair through our behaviors, attitude, and treatment of others
- Be transparent
- Promote trust
- Leverage talent
- Respect confidentiality


**Employee Evaluation**

**Rating**

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**Competency**

ASPIRE Respect

**Category**

ASPIRE

**Description**

Being mindful of building a diverse and inclusive environment while showing compassion for everyone through our caring and intentional ways
- Engage in active listening
- Be inclusive in decision making and planning
- Set and clarify expectations for follow-up


**Employee Evaluation**

**Rating**

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**Competency**

ASPIRE Excellence

**Category**

ASPIRE

**Description**

Conducting ourselves in a manner that surpasses ordinary standards through our preparation, collaboration, intellectual ambition, advancement of knowledge and ethical leadership, and productivity in all that we do
- Focus on service
- Anticipate needs
- Inspire intellectual curiosity and ambition
- Assume quality
- Promote growth


**Employee Evaluation**

**Rating**
Self-Evaluation: Nurse Year-End Appraisal: [Employee Name] Continued

Summary

Employee Evaluation

Rating

Calculated Rating
0

Overall Rating Weight
25

Competency Rating Calculated

Comment
Self-Evaluation: Nurse Year-End Appraisal: [Employee Name] Continued

Complete Self Evaluation  Self Evaluation: Nurse Year-End Appraisal:  Employee Name  

Clinical Career Ladder

See this link for the CCL behavioral rating scale:

Enter ratings and comments for each section as applicable.

Responsibility ★
1. Relationship Based Care - Patients and families: reflects the influence of the nurse's relationship with self, colleagues and patient/family on the patient experience.

Employee Evaluation

Rating

Comment

Responsibility ★
2. Relationship Based Care - Self and colleagues: reflects the influence of the nurse's relationship with self, colleagues and patient/family on the patient experience.

Employee Evaluation

Rating

Comment

Responsibility ★

Employee Evaluation

Rating

Comment

Responsibility ★
4. Empowered Leader: demonstrates knowledge of and actively participates in shared governance.

Employee Evaluation

Rating

Comment
Self-Evaluation: Nurse Year-End Appraisal: [Employee Name] Continued

Responsibility #1
5. Quality Achievement: Includes adherence to clinical documentation guidelines, comprehension of outcomes data, engagement in performance improvement activities and commitment to standard work.

Employee Evaluation
Rating

Comment

Responsibility #1
6. Lifelong Learning: Encompasses professional development through formal education, professional certification, internal and external learning opportunities and recognizes the value of external professional organizations. Supports onboarding of new team members and precepts as applicable.

Employee Evaluation
Rating

Comment

Responsibility #1
7. Innovation: Is demonstrated by application of technologies that support patient care, actively seeking to implement evidence-based practice and new knowledge generated by nursing research.

Employee Evaluation
Rating

Comment

Summary

Overall Rating Weight
25

Employee Evaluation
Rating

Comment
For your information, all feedback that occurred throughout the review period is provided below. If no feedback occurred throughout the review period, this section will be empty.
Self-Evaluation: Nurse Year-End Appraisal: [Employee Name] Continued

Complete Self Evaluation  

Supporting Documents

Please attach any supporting documents.

Employee

Add

Summary

Employee Evaluation

Comment

Back  Next
Employee Evaluation

Rating
2: Fully Meets Expectations

Dependable results and/or behaviors; produces outcomes that meet all qualitative and quantitative measures; occasionally exceeds expectations

Calculated Rating
2.56
Self-Evaluation: Nurse Year-End Appraisal: [Employee Name] Continued

The year-end process provides a time for review of your achievement of professional and organizational growth.

Employee/Manager: Complete all sections and provide comments to support your ratings.

Additional Manager (if applicable): Only provide feedback within the "Comment" fields for the goals that are relevant to your interaction with the employee.

Performance Goals

Goal 1
Example Goal 1

Description
Example Goal 1 SMART description

Category

Status
Completed

Employee Evaluation

Rating
5. Consistently Exceeds Expectations

Goals exceeded frequently; top performer who proactively seeks additional responsibility; serves as role model to others

Comment

Goal 2
Example Goal 2

Description
Example Goal 2 SMART description

Category

Submit  Save for Later  Close