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# Board Simulation: Self-Assessment



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Reflect on how you “showed up” at the Board meeting.

**In column 1:** For each identified competency, give yourself a rating, using the following scale:

- 1 = did not demonstrate the competency (no evidence)
- 2 = somewhat demonstrated the competency
- 3 = strongly demonstrated the competency (demonstrated most or all of the bullets)

**In column 2:** Provide “evidence” for your rating.

<b>Competency</b>	<b>Rating 1, 2, or 3</b>	<b>Evidence</b>	<b>Top 3 Development Priorities</b>
<p><b>Communication</b></p> <ul style="list-style-type: none"> <li>• Builds off others’ ideas</li> <li>• Communicates in a compelling manner: evidence/facts plus emotion</li> <li>• Easy to follow logic</li> <li>• Stays on point</li> </ul>			
<p><b>Impact</b></p> <ul style="list-style-type: none"> <li>• Convinces others through argument</li> <li>• Speaks in a compelling and confident manner</li> <li>• Sways discussion positively</li> <li>• Modulates tone for emphasis</li> <li>• Finds the right moment to state a point</li> </ul>			
<p><b>Listening</b></p> <ul style="list-style-type: none"> <li>• Pays attention when others are speaking</li> <li>• Asks clarifying questions</li> <li>• Shows appropriate body language</li> </ul>			
<p><b>Collegiality/Inclusivity</b></p> <ul style="list-style-type: none"> <li>• Summarizes others’ thoughts</li> <li>• Gives/shares credit</li> <li>• Acknowledges others’ good ideas</li> <li>• Amplifies others’ ideas to ensure they are not lost</li> </ul>			

**Critiquing**

- Challenges respectfully
- Avoids personal attacks
- Plays devil’s advocate, finding elements that have not been considered
- Considers from multiple angles
- Provides an alternative point of view
- Asks appropriate questions
- Disagrees in appropriate manner

**Analytical Thinking**

- Demonstrates understanding of problem
- Breaks problem down
- Considers from multiple angles
- Raises pertinent information

**Strategic Thinking**

- Demonstrates understanding of material
- Brings in long term impact
- Identifies trends/ external factors that may impact
- Thinks about the big picture

**Presence**

- Displays comfort/ takes up space at the table
- Participates in discussion
- Shows appropriate body language
- Comes prepared

**Executive Maturity**

- Shows courage to stand one’s ground when questioned
- Willing to admit when one is wrong
- Willing to pivot in light of new/better information


Once you have completed your self assessment, put an asterisk in the third column to indicate the top 3 competencies that you would like to focus on.