

What does it mean to be a successful supervisor in an ideal EBP unit?

<p>Effectively builds relationships within the unit and with stakeholders</p> <p>Rating:</p> <p><input type="checkbox"/> Needs Improvement</p> <p><input type="checkbox"/> Satisfactory</p> <p><input type="checkbox"/> A Strength</p>	<p>a. Fosters a culture of trust, mutual respect and understanding in a safe environment; is seen as direct and truthful</p> <p>b. Works well with others to achieve common understanding, mutual goals and objectives</p> <p>c. Gains acceptance for ideas or solutions through influence and agreement; facilitates problem resolution through interpersonal skills</p>
<p>Provides mentoring and coaching opportunities to develop staff</p> <p>Rating:</p> <p><input type="checkbox"/> Needs Improvement</p> <p><input type="checkbox"/> Satisfactory</p> <p><input type="checkbox"/> A Strength</p>	<p>a. Sets challenging yet attainable performance goals and focuses on guiding staff to excel</p> <p>b. Holds others accountable and celebrates milestones, rewards and recognizes others in a way that motivates them</p> <p>c. Values best practices and encourages the use of newly gained knowledge and skills</p>
<p>Communicates clearly</p> <p>Rating:</p> <p><input type="checkbox"/> Needs Improvement</p> <p><input type="checkbox"/> Satisfactory</p> <p><input type="checkbox"/> A Strength</p>	<p>a. Conveys messages to the listener so the listener understands</p> <p>b. Encourages response, feedback and discussion as well as open and honest dialogue in all directions</p> <p>c. Communicates a shared vision that motivates others</p>
<p>Leads others</p> <p>Rating:</p> <p><input type="checkbox"/> Needs Improvement</p> <p><input type="checkbox"/> Satisfactory</p> <p><input type="checkbox"/> A Strength</p>	<p>a. Interacts with staff as he/she expect officers to interact with clients</p> <p>b. Uses data to make and explain decisions; takes action that is consistent with available facts, constraints, and probable consequences</p> <p>c. Helps team stay focused on strategic goals while managing within a context of multiple directives</p>
<p>Promotes a learning environment</p> <p>Rating:</p> <p><input type="checkbox"/> Needs Improvement</p> <p><input type="checkbox"/> Satisfactory</p> <p><input type="checkbox"/> A Strength</p>	<p>a. Encourages others to come up with innovative solutions and ideas for addressing problems and opportunities</p> <p>b. Models a learning environment by identifying impediments and finding ways to address them</p> <p>c. Helps staff to learn the principles, activities, and skills of evidence-based practice</p>