

Personal Leadership Portrait Scoring Guide

CRITERIA	NON-PERFORMANCE	BASIC	PROFICIENT	DISTINGUISHED
Evaluate one's personal approach to health care leadership.	Does not describe one's personal approach to health care leadership.	Describes one's personal approach to health care leadership.	Evaluates one's personal approach to health care leadership.	Evaluates one's personal approach to health care leadership. Draws insightful conclusions from a critical, impartial analysis of personal leadership characteristics, strengths, weaknesses, and leadership styles.
Explain how a personal approach to health care leadership facilitates interprofessional relationships, community engagement, and change management.	Does not explain how a personal approach to health care leadership facilitates interprofessional relationships, community engagement, and change management.	Provides a unsubstantiated or ambiguous explanation of how a personal approach to health care leadership facilitates interprofessional relationships, community engagement, and change management.	Explains how a personal approach to health care leadership facilitates interprofessional relationships, community engagement, and change management.	Explains how a personal approach to health care leadership facilitates interprofessional relationships, community engagement, and change management. Explicitly identifies relevant leadership and communication strengths and weaknesses. Applies clear, relevant criteria to the evaluation of interprofessional communication best practices, and makes valid inferences based on credible evidence.
Explain how ethical leadership principles can be applied to professional practice.	Does not describe ethical leadership principles that can be applied in professional practice.	Describes ethical leadership principles that can be applied to professional practice.	Explains how ethical leadership principles can be applied to professional practice.	Explains how ethical leadership principles can be applied to professional practice. Inferences and conclusions about best practices for developing an ethical workplace culture are based on a perceptive analysis and interpretation of relevant ethical codes and credible evidence.
Explain how health care leaders can address diversity and inclusion.	Does not explain how health care leaders can address diversity and inclusion.	Outlines vague, unsubstantiated leadership strategies for addressing diversity and inclusion, or draws conclusions that are logically inconsistent with the evidence.	Explains how health care leaders can address diversity and inclusion.	Explains how health care leaders can address diversity and inclusion. Clearly articulates the implications and consequences for leaders of addressing these issues from multiple perspectives. Conclusions and recommendations reflect best practices distilled from an astute synthesis of the evidence.
Explain how scholar-practitioners contribute to leadership and professional development in the field of health care.	Does not explain how scholar-practitioners contribute to leadership and professional development in the field of health care.	Provides an explanation of how scholar-practitioners contribute to leadership and professional development that reflects a limited view of the scholar-practitioner's role and potential contributions to the field of health care.	Explains how scholar-practitioners contribute to leadership and professional development in the field of health care.	Explains how scholar-practitioners contribute to leadership and professional development in the field of health care. Provides a cogent argument for the value of scholar-practitioners to the field of health care and notes clear implications for the field of health care that extend beyond a single issue.

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Organize content so ideas flow logically with smooth transitions.	Does not organize content so ideas flow logically with smooth transitions.	Organizes content with some logical flow and smooth transitions.	Organizes content so ideas flow logically with smooth transitions.	Organizes content so clarity is enhanced and all ideas flow logically with smooth transitions.
Apply APA style and formatting to scholarly writing.	Does not apply APA style and formatting to scholarly writing.	Applies APA style and formatting to scholarly writing incorrectly and/or inconsistently, detracting noticeably from good scholarship.	Applies APA style and formatting to scholarly writing.	Applies APA style and formatting to scholarly writing. Exhibits virtually error-free adherence to stylistic conventions, document structure, and source attributions.