

Appraisal Form 'Being person centred'

Name _____

Work role _____

Date _____

Appraisal completed by _____

Consider the meaning of each statement below.

For the person being appraised

If you are being appraised rate your performance on each of the ten statements giving yourself a score between 0 and 10 (0 = I require a lot of support to achieve this to 10 = I am exceptional at this).

For the 'Appraiser'

For the 'Appraiser' rate the performance of the person on each of the ten statements giving her/him a score between 0 and 10 (0 = the person requires a lot of support to achieve this to 10 = the person is exceptional at this).

The scoring is meant to be used as a guide to assist discussion.

At the conclusion of the appraisal, the appraiser's final rating should then be given in the final column and a date set for a review, along with notes as to how the staff member can improve/maintain their performance and what development opportunities will be offered to assist this.

| | Being person centred | Self rating | Appraiser's rating | Final rating |
|----|--|-------------|--------------------|--------------|
| 1. | Being Yourself – To what degree do you feel able to be yourself at work? | | | |
| 2. | Showing and responding to feelings – How good are you offering warmth and closeness to people living with a dementia? | | | |
| 3. | Being Together – Do you see yourself as being a friend to people living with a dementia? | | | |



| | Being person centred | Self rating | Appraiser's rating | Final rating |
|-----|--|-------------|--------------------|--------------|
| 4. | Feeling Inspired – How positive and passionate do you feel about supporting people living with a dementia? | | | |
| 5. | Nurturing – Rate your ability to support and encourage colleagues and people living with a dementia | | | |
| 6. | Respecting others – How good are you at taking an interest in and valuing people's life history? | | | |
| 7. | Accepting – Rate your ability to accept and go with a person living with a dementia's different reality. | | | |
| 8. | Flexible – How good are you at putting people first rather than routines and tasks? | | | |
| 9. | Spontaneous – Rate your ability to stop and just be and/or do something with a person living with a dementia. | | | |
| 10. | Enabling – How do rate your ability to improve well being and not create ill being in people living with a dementia? | | | |
| 11. | Supportive – How do you rate your ability to support colleague's emotions at work and feel free to express your own emotions? | | | |
| 12. | Growing – How much do you enjoy new learning opportunities and being able to reflect on your own skills and abilities? | | | |

Notes

