

Individual Board of Health Self-Reflection Tool

(Not to be submitted – for personal reflection only)

One of the main determinants of organizational success is its culture. Culture, as defined by the City of Hamilton's Senior Management Team, is "the underlying beliefs, values and assumptions held by members of an organization, and the practices and behaviours that exemplify and reinforce them". It is important in an organization to ensure alignment between stated culture and actions of the governing body.

The questions below are provided to give you as a Board of Health member an outline to reflect on how you shape culture under the five cultural pillars of Steadfast Integrity; Courageous Change; Sensational Service; Engaged Empowered Employees; and Collective Ownership.

For each statement, please check the response that best describes your opinion.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I know why I am on the Board of Health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am aware of what skills I bring to the Board of Health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that the Board of Health works as a team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel comfortable asking questions when I don't fully understand the issue.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am able to identify my personal training needs for the role as a Board of Health member.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I enjoy being on the Board of Health, and feel that I have the opportunity and skills to contribute to the success of the organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I arrive at meetings on time and I am prepared to participate fully, to discuss, to debate, and to make decisions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I support the mission, vision and value statements of Public Health Services (City of Hamilton).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I support and encourage others in the group to participate fully.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I am able to tolerate differences of views and opinions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am able to identify and analyze group problems and conflicts, and find creative solutions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am confident in my ability to express myself and represent my views to Board of Health members during discussions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I treat staff and other elected officials with dignity and respect both publicly and privately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you wish to discuss any of these questions in more detail, please contact Dr. Elizabeth Richardson at ext. 3501 or Elizabeth.Richardson@hamilton.ca.