



# Physician Assessment Center



## Benefits to your Organization:

- Determine gaps in your overall team's skill set
- Highlight areas for the development of your current team
- Identify development needs for longer term goals
- Increase engagement of your leaders



## Why Invest in Assessments?

- Brings a data driven approach to hiring and development process
- Evaluates candidates in an unbiased way
- Mitigates the risk of turnover or derailment by gauging the "whole person" - not just clinical skills
- Provides a foundation for effective onboarding and future development
- High return on Investment



## Target Audience:

- **Entry-Level Physician Leaders;** those responsible for a small group of physicians or clinical staff
- **Mid-Level Physician Leaders;** report to a chief/chair or other top business unit leader and are responsible for the functional direction of a group of physicians. Also make hiring decisions, guide and train other physicians and clinical staff, and have financial/budget responsibilities.
- **Executive Physician Leaders;** hold C-level positions at the system level of an organization and report to the top system leader. Set the system, hospital or practice strategy, make higher-stakes decisions, and ensure that day-to-day operations align with fulfilling the system's strategic goals.



## Helps Your Physician Leaders

- Demonstrate a greater degree of self-awareness
- Validate their leadership strengths and opportunities for development using a variety of perspectives
- Create a powerful individual development plan using data
- Prioritize development opportunities with the best chance of success



## Physician Assessment Process:

- Selection to Participate
- Conduct various assessments
- Select ongoing coach
- Debrief results
- Develop goals for coaching engagement
- Coach to those goals and plan



## The Physician Assessment Center uses a variety of techniques to assess strengths and development opportunities including:

- Objective Tests and inventories
- Accomplishments and Goals Interview
- Behavioral Assessment Tools



## The assessments are validated to measure critical leadership behaviors including:

- Strategic Leadership
- Patient-Centric Focus
- Business Management
- Self Management
- Leading Others
- Leading Change
- Relationship Management
- Communication Skills



*“Awareness without action is worthless”*

**Phil McGraw**