

Board Member Self-Assessment

Please put a check mark beside those competencies (skills, attributes) you bring to the Board as a member. Please keep in mind that no one individual Board member will possess a large number of these competencies - this is not a test, but rather a method through which the Board can identify what skills and competencies it possesses now, and those it should be seeking out in future Board members to fill existing competency voids.

1. Board Responsibility: To recruit, select, develop and plan for succession of the Executive Director.

- Human resources recruitment
- Performance evaluation
- Career planning and development
- Succession planning

2. Board Responsibility: Participate in meetings to fulfill responsibilities and work effectively with others.

- Working with people
- Consensus-building
- Negotiations
- Conflict resolution
- Dealing with difficult people
- Teamwork
- Leadership and motivation

3. Board Responsibility: To understand member/stakeholder needs and wants.

- Research methods
- Identifying and monitoring trends

4. Board Responsibility: Identify and recruit future Board members and leaders

- Sales
- Networking

5. Board Responsibility: To communicate with the public and key stakeholders.

- Communications

6. Board Responsibility: To develop and monitor policies for the organization including policies to support legal and ethical integrity, accountability, business decisions, human resources management, communications, finance, board operations, board-staff relations, and board orientation and development.

- Policy development
- Ethical conduct and conflicts of interest
- Policy monitoring
- Financial analysis
- Legal and fiduciary obligations of Board members
- Business analysis

7. Board Responsibility: To ensure assets of the organization are protected.

- Risk management

8. Board Responsibility: Understand technological tools required to work effectively and efficiently.

- Technology

9. Board Responsibility: Determine and understand the organization's vision, mission, values and goals.

- Strategic thinking
- Strategic planning
- Priority setting
- Problem solving
- Performance measurement

10. Board Responsibility: Ensure development of an operational plan in support of strategic direction.

- Decision making
- Systems thinking
- Operational (or business) plans and budgets

11. Board Responsibility: To manage risk of the organization's resources.

- Analytical thinking
- Risk management
- Insurance

12. Board Responsibility: Be comfortable with change as required to achieve intended strategic direction.

- Comfortable with change
- Change initiator

13. Board Responsibility: Assess own performance and make improvements.

Performance evaluation

Governance

14. Board Responsibility: To support advocacy activities.

Advocacy

Political awareness

15. Board Responsibility: To monitor trends and identify issues.

Working with issues

Monitoring and identifying trends that will impact the ability to achieve goals

16. Board Responsibility: To support efficient and effective meetings

Meetings management

17. Board Responsibility: To enter into partnerships and alliances where they may advance the organization's purpose

Partnerships and alliances

18. Board Responsibility: To enable effective board-management functioning

Board and staff relations

19. Board Responsibility: To ensure proper financial information is part of decision-making and reporting

Financial analysis

20. Board Responsibility: Promote a culture of continuous learning, one open to change and innovation

Continuous improvement

Innovation and creativity

21. What is your name?