



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
