

Eastern Idaho Regional Medical Center
Employee Evaluation 2017- Must be completed by March 31, 2018

Employee Information		Component Weights	
Name:	Andria Dotson	25%	I Am EIRMC
3-4 ID:	fwu8854	25%	Patient Experience
Dept:	774 Wound Care	25%	Job Knowledge and Productivity
Title:	Wound Care RN	15%	Goals and Development
Leader:	Traci Maier	10%	Compliance
Job Description Review		Overall Score	
<i>Attach signed job description to every evaluation.</i>		3.5	

Performance Indicators	
5 = Exceptional	Consistently exceeds expectations
4 = Exceeding Expectations	Meets all expectations, exceeds most
3 = Meeting Expectations	Meets expectations
2 = Improvement Needed	Meets some expectations, improvement needed
1= Unsatisfactory	Fails to meet expectations, immediate improvement needed

"I AM EIRMC" - 25%			
Value	Descriptor	Rating	Specific Examples
Accountability	<ul style="list-style-type: none"> I will act like an owner. I will pull my weight. I will be fully accountable for everything I do and say. The problem is mine until it is solved. I will appropriately hold others accountable. 	3	
Integrity	<ul style="list-style-type: none"> I will be open, honest and appropriate in all communications. I will "take the mail" to the right address, not discussing it with everyone along the way. I will follow through on commitments, large and small. I will speak up, sharing my ideas and concerns. 	3	
Quality	<ul style="list-style-type: none"> I will anticipate the needs of those I serve. I will crave both new knowledge and new experiences. Every day, by delivering my very best, my work will make a difference. When identifying a problem, I will also identify potential solutions. I will constantly look for ways to turn "good enough" into "even better." 	3	Andria has a solid foundation of wound care knowledge. Andria seeks out and grasps opportunities where she can grow her knowledge base. She is interested in obtaining CWS education this year.
Respect	<ul style="list-style-type: none"> I will bring a positive attitude to work. I will be on time. I will show humility for the role I play in the lives of others. All work has dignity. - I will appreciate and respect what each EIRMC employee does. I will respect the ways others are different from me, knowing that from the richness of us all, we are unstoppable. Everyone I come into contact with will know that I truly care. 	3	
Loyalty	<ul style="list-style-type: none"> I will build teamwork by being a good team member, and I will not back-bite or pot-stir. I will be loyal to our leaders. I will be an ambassador of EIRMC. 	4	Andria will juggle personal schedule to help meet clinic needs. She is happy to work IP/OP in the overall effort to increase her knowledge and improve wound care delivery.
Enjoyment	<ul style="list-style-type: none"> Humor and laughter - but never at another's expense or discomfort - will be a daily part of my work. I will greet, smile and welcome each person I encounter. Not only will others see my smile, they will hear it in my voice. 	4	Andria always cheerful with interactions. She has a light laughter that is heard throughout the department during times she is connecting to her teammates.
Total "I AM EIRMC"		3.3	