

# Nye Bevan Programme Application Self- Assessment Questionnaire

Am I ready for the Nye  
Bevan Programme?



# What is this self-assessment tool and why use it?

This self-assessment tool enables you to reflect on how you perform today compared to the aspiration for leaders at Executive Director (ED) level in the NHS.

The exercise is encouraged prior to completing an application form for the Nye Bevan Programme.

By completing the exercise, you will:

- ✓ Identify whether you meet the required level of readiness to apply for the Nye Bevan Programme at this stage in your career. Don't forget, you can re-take this exercise at a later stage for future cohorts.
- ✓ Identify your strengths and development areas against the aspiration for leadership at Executive Director level.
- ✓ Define practical steps you can take to build on what you're already great at, and to address gaps.

# Instructions

The exercise is in 3 parts: self-assessment, providing evidence, application and self reflection

## Step 1:

### Self –Assessment

Read the statements/questions in the self–assessment, and give yourself a score between 1 and 4, depending on how well you honestly and authentically think you meet the criteria on a day-to-day basis today. Mark your scores in the boxes indicated.

## Step 2:

### Evidence

When you've completed your scoring for each individual question, please provide supportive evidence in a form of previous examples. This can come from work, in your current or previous roles.

## Step 3:

### Scoring

When complete, add up your scored. If your total score is over 65, please go ahead and apply for the Nye Bevan Programme.

If your score was below 65, challenge yourself to identify three practical actions to build on your highest performing category, and your lowest performing category and add these to the action planning sheet so you can discuss these with your line manager and explore together opportunities to support you in these commitments. Don't forget to review progress regularly.

# Self-assessment: Change and Transformation

PLEASE INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Change and transformation	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q1. I have experience in leading change and transformation programmes/projects in my functional area.				
Q2. I support long-term strategic goals by aligning delivery of the teams I lead to support them.				
Q3. I scan the environment constantly and make plans that anticipate change.				
Sub Total :				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

*Type something.....*

# Self-assessment: Board exposure and experience

PLEASE INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Board exposure	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q4. I have experience in providing strategic advice to the Board, in relation to my professional or clinical expertise.				
Q5. I lead my functional area and provide robust assurance to the Board.				
Q6. I understand the role of the Board.				
Sub Total				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

Type something.....

# Self-assessment: Engaging Clinicians

PLEASE INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Engaging clinicians	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q7. I influence and address the unique concerns of clinicians				
Q8. I work in partnership with clinicians to support the delivery of high-quality clinical care.				
Q9. I directly engage and effectively communicate with clinicians				
Sub Total				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

*Type something.....*

# Self-assessment: Working in a matrix organisation

PLEASE INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Working in a matrix organisation	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q10. I break down silos to utilise the expertise of colleagues across other functional areas				
Q11. I have experience of working in multiple functions or across commissioner /provider organisations.				
Q12. I work flexibly and confidently across different functions, levels and teams.				
Sub Total				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

*Type something.....*

# Self-assessment: Budget management

PLEASE INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Budget management	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q13. I have experience in managing a significant budgets				
Q14. I manage the budget in my own functional area				
Q15. I contribute to the annual budget planning programme				
Sub Total				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

*Type something.....*

# Self-assessment: Delivering results

PLEASE INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Delivering tangible results	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q16. I deliver large-scale programme that has real impact on the organisation				
Q17. I contribute to the delivery of large-scale programmes with real impact on the wider organisation or my function area				
Q18. I make a significant contribution to my team				
Sub Total				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

*Type something.....*

# Self-assessment: Managing performance

PLEASE INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Managing poor performance	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q19. I assess and manage performance against constitutional and regulatory standards.				
Q20. I manage performance within my functional area, dealing effectively with suboptimal performance.				
Q21. I have experience in having turned around an underperforming team, and having honest conversations about performance				
Sub Total				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

*Type something.....*

# Self-assessment: resilience and overcoming set backs

PLEASE INDICATE THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Resilience & overcoming setbacks	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q22. I pursue long-term goals, despite obstacles, discouragement and challenges				
Q23. I persevere in the face of adversity or in difficult circumstances to overcome obstacles				
Q24. I overcome set-backs and bounce back from failures				
Sub Total				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

*Type something.....*

# Self-assessment: Enabling the organisation

PLEASE INDICATE TO THE EXTENT TO WHICH YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

Experience and competency area: Enabling the organisation	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q25. I set the organisational and people up for success.				
Q26 I set-up governance, structure, policies and manage risk.				
Q27. I deliver high quality work through teams in my functional area.				
Sub Total				

Please provide a relevant example where you've demonstrated this experience/competency area at work, in your current or previous roles.

*Type something.....*

# Scoring table

Experience/Competency area	Sub-Total
Change and Transformation	
Board exposure	
Engaging clinicians	
Working in a matrix organisation	
Budget management	
Delivering tangible results	
Managing poor performance	
Resilience and overcoming set-backs	
Enabling the organisation	
<b>FINAL TOTAL</b>	

## Interpreting your score:

Maximum score: 108

Minimum score: 27

### Outcome 1:

If your total score is between: 65-108, you could be ready for the Nye Bevan Programme.

*(rational: at least 9 points on five areas and 12 points on two areas, out of the total nine areas)*

### Outcome 2:

If your score is lower than 65, you may wish to gain more experience and reapply in a future intake. You may also find it helpful to have a career conversation with your line manager/coach/mentor. Links to useful resources can be found here - [career conversation development plan template](#)

Use the insight gained from this self-assessment and challenge yourself to identify three practical actions to build on your highest performing category, and your lowest performing category and add these to the action planning sheet so that you can discuss these with your line manager and explore together opportunities to support you in these commitments.

# Reflection and action planning

	Focus	Which areas scored the lowest?	Which scored the highest?	Reflections
A	Change and Transformation)			
B	Board exposure and experience			
C	Engaging Clinicians			
D	Working in a matrix organisation			
E	Budget management			
F	Delivering results			
G	Managing performance			
H	Enabling the organisation			

Actions to build on my strength	
1	
2	
3	
Actions to progress on my key development area	
1	
2	
3	