

**Nye Bevan Programme –
Intake 12 Primary Care
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 your experience, behaviours and readiness compare with the aspiration for leaders operating at senior clinical, system or board-level leadership roles or equivalent level in the NHS.

It is encouraged for registered clinical healthcare professionals working in primary care before completing an application for the Nye Bevan Programme – Intake 12 Primary Care.

By completing the exercise, you will:

- ✓ Consider whether you are ready to apply at this stage in your career, recognising that you can return to this exercise for future cohorts.
- ✓ Reflect on your evidence of senior leadership across organisation, neighbourhood, place, system, regional or national primary care contexts.
- ✓ Identify strengths and development areas against senior clinical, system or board-level leadership aspirations.
- ✓ Define practical steps and support you may need from your line manager, sponsor, peers and wider networks.

Instructions

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

Step 1:

Self-assessment

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

Step 2:

Evidence

For each area, provide evidence from your current or previous roles. Where possible, include examples of leading beyond your own discipline or core portfolio and across primary care, neighbourhood, place or system boundaries.

Step 3:

Scoring and reflection

When complete, add up your scores. If your total score is 65 or above, you may be ready to apply, provided you also meet the programme eligibility criteria. If your score is below 65, identify practical actions to build on your strongest and lowest-scoring areas and discuss these with your line manager, sponsor, coach or mentor. This self assessment is intended to support reflection and does not replace the full programme eligibility criteria.

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 led change or transformation in primary care or across a wider system.				
Q2. I align team delivery to long-term strategic goals, including integration and prevention.				
Q3. I scan policy, population health and system context to 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.

Self-assessment: Board exposure and senior leadership

Please indicate the extent to which you agree or disagree with the following statements:

Experience and competency area: Board exposure and senior leadership	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q4. I have provided strategic advice to a Board or senior system forum on my clinical/professional expertise.				
Q5. I provide robust assurance and insight for my area of responsibility.				
Q6. I understand the role of Boards and the expectations of senior clinical/system leaders.				
Sub Total				

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

Self-assessment: Engaging clinical and system partners

Please indicate the extent to which you agree or disagree with the following statements:

Experience and competency area: Engaging clinical and system partners	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q7. I influence and address the concerns of clinicians and other registered clinical professionals.				
Q8. I work with partners to support high-quality, integrated care for patients and communities.				
Q9. I communicate effectively with clinical, non-clinical, patient and citizen voices.				
Sub Total				

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

Self-assessment: Leading across systems and boundaries

Please indicate the extent to which you agree or disagree with the following statements:

Experience and competency area: Leading across systems and boundaries	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q10. I break down silos and use expertise across organisations, neighbourhoods, place and system.				
Q11. I have experience leading beyond my own discipline or core portfolio.				
Q12. I work flexibly and confidently across functions, levels, teams and sectors.				
Sub Total				

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

Self-assessment: Resource and budget management

Please indicate the extent to which you agree or disagree with the following statements:

Experience and competency area: Resource and budget management	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q13. I have experience managing significant budgets, resources or workforce capacity.				
Q14. I manage resources responsibly in my own area of accountability.				
Q15. I contribute to planning, prioritisation and value-for-money decisions.				
Sub Total				

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

Self-assessment: Delivering tangible 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 work that improves outcomes for patients, staff or communities.				
Q17. I contribute to programmes with impact beyond my own team or discipline.				
Q18. I use evidence, data and insight to improve population health and tackle inequalities.				
Sub Total				

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

Self-assessment: Managing performance

Please indicate the extent to which you agree or disagree with the following statements:

Experience and competency area: Managing performance	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q19. I assess and manage performance against quality, constitutional and regulatory standards.				
Q20. I address suboptimal performance compassionately and effectively.				
Q21. I have improved an underperforming team/service and held honest conversations.				
Sub Total				

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

Self-assessment: Resilience and overcoming setbacks

Please indicate the extent to which you agree or disagree with the following statements:

Experience and competency area: Resilience and overcoming setbacks	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q22. I pursue long-term goals despite obstacles, uncertainty and challenge.				
Q23. I respond constructively to challenge, adversity and feedback.				
Q24. I recover from setbacks and use learning to improve my leadership practice.				
Sub Total				

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

Self-assessment: Enabling the organisation and system

Please indicate the extent to which you agree or disagree with the following statements:

Experience and competency area: Enabling the organisation and system	1. Strongly disagree	2. Disagree	3. Agree	4. Strongly agree
Q25. I create conditions for people, teams and partners to succeed.				
Q26. I set up governance, structures, policies and risk management to support delivery.				
Q27. I deliver high-quality work through teams and across organisational boundaries.				
Sub Total				

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

Scoring table

Experience/Competency area	Sub-total
Change and transformation	
Board exposure and senior leadership	
Engaging clinical and system partners	
Leading across systems and boundaries	
Resource and budget management	
Delivering tangible results	
Managing performance	
Resilience and overcoming setbacks	
Enabling the organisation and system	
FINAL TOTAL	

Interpreting your score (This self assessment is intended to support reflection and does not replace the full programme eligibility criteria)

Maximum score: 108

Minimum score: 27

Outcome 1:

If your total score is between 65 and 108, you could be ready to apply, provided you also meet the full eligibility criteria for the primary care intake.

Outcome 2:

If your score is below 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, sponsor, coach or mentor. Links to useful resources can be found here - [career conversation development plan template](#)

Use the insight from this self-assessment to identify three practical actions to build on your highest scoring category and three actions to progress your lowest scoring category.

Reflection and action planning

	Focus	Which areas scored lowest?	Which scored highest ?	Reflections
A	Change and transformation			
B	Board exposure and senior leadership			
C	Engaging clinical and system partners			
D	Leading across systems and boundaries			
E	Resource and budget management			
F	Delivering tangible results			
G	Managing performance			
H	Resilience and overcoming setbacks			
I	Enabling the organisation and system			

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