**Moving toward a career in Indigenous Health Management**

**Reflective and Self-Assessment Tool**

**As the First Nations Health Managers Association describes "**A Certified First Nations Health Manager (CFNHM) is a highly-skilled professional, committed to personal career development, standards of ethical conduct and First Nations health management. As valued members of the community and health decision-making teams, they work in a variety of pivotal positions. They are valued for their understanding of health management and services: as a source and interpreter on health issues and health management matters; and they improve the decision-making process. CFNHMs are key players in developing strategy and delivering of health business plans and services. They appreciate the impact of technology and are multi-skilled and flexible. Their broad-based understanding and access to information, along with their experience and caring attitude, is invaluable in building a successful career in health management. When it comes to health management for First Nations organizations, CFNHMs are experts"

*Information Guide for the First Nations Health Managers Association*

**The following self-reflective tool**[[1]](#footnote-1) **is meant to provide you with some insights on the general skills profile of health managers. You can, if you wish, use it as a tool to assess your current professional and professional skills. For a more complete information on the competencies required to become a certified Indigenous Health Manager, please visit the FNHMA website at** <http://www.fnhma.ca>

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| **Self-Assessment scoring Key: 1= Not there yet but interested in learning 2= Good 3=very good 4= Excellent** | | | | |
| **Health Manager Skill Profile** | | | | |
| **The first most important type of skills that the job may require is called “interpersonal skill”, affective, emotional skill that allow working with other people. This type of skill is composed of three categories of skills:** | | | | |
| **Interpersonal Skills** | **Self-assessment** | | | |
| **Leadership: The ability to inspire and motivate others, to “sell” them ideas, to negotiate and promote joint projects** |  |  |  |  |
| **Relationship: Ability to be self-aware, to accurately assess one-self, to have an understanding of others, to be able to facilitate communication, collaboration and teamwork.** |  |  |  |  |
| **Helping and delegating: Ability to establish and promote good relationships, to help others and give them the opportunity to grow, ability to lead groups and teach others.** |  |  |  |  |
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| **The other main type of skills that the job may require is information management. These perceptual skills enable us to collect, organize and interpret information. This type of skill is composed of three categories of skills:** | | | | |
| **Information Management Skills** | **Self-assessment** | | | |
| **Creativity – change management: Ability to adapt to change, to “deal” with new situations, to define strategies and solutions** |  |  |  |  |
| **Information gathering: The ability to understand and be aware of what happens within an organization, to listen with an open mind, to know where to look for information and how to exchange it.** |  |  |  |  |
| **Information analysis: Ability to assimilate information gathered from various sources, to clarify their meaning and to interpret specialized (technical) information for communication purposes and for general use** |  |  |  |  |

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| **The third main type of skills are analytical skills–the skills of applying one’s knowledge/thinking, to assimilate new information and utilize it for planning purposes or for creating a system of planning. This group of analytical skill is composed of three categories of skills:** | | | | |
| **Analytical skills** | **Self-assessment** | | | |
| **Planning: The ability to see things from a broader perspective, to conceptualize, develop or use theory, predict the future and develop long-term plans.** |  |  |  |  |
| **Quantitative data analysis: Ability to use analytical tools/techniques from functional disciplines (finance, communications, operations management), ability to analyze statistical information.** |  |  |  |  |
| **Technology management: Ability to leverage new technology, use equipment or processes, whether on computers, via information/control systems, possess knowledge and understanding of current technological trends.** |  |  |  |  |
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| **The fourth type of skills that the job of health manager may require is called “action skills” – skills oriented on behavior that enables the planning, directing and implementing of concrete initiatives. This type of skills is composed of three categories of skills:** | | | | |
| **Action skills** | **Self-assessment** | | | |
| **Goal setting: Ability to identify goals and standards, to manage personnel and other resources, and to evaluate performance.** |  |  |  |  |
| **Action taking: The ability to commit to the achievement of objectives, work with limited resources, respect deadlines and delegate when necessary.** |  |  |  |  |
| **Entrepreneurial skills: Ability to take initiative, seek and use opportunities, risk taking, decision making in uncertain conditions, and allowing things to “happen”.** |  |  |  |  |

There are many other self-assessment tools available online, you might be interested in those:

**20 questions: Are you ready to be a manager?**

<http://www.theglobeandmail.com/report-on-business/careers/management/20-questions-are-you-ready-to-be-a-manager/article8356552/>

**Self-Assessment for managers of health Care**

<http://apps.who.int/iris/bitstream/10665/41648/1/WHO_OFFSET_97.pdf>

**Indigenous Certification Board of Canada – Heath Management – Reflective and self-evaluation tool - 2016**

1. http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3732371/ [↑](#footnote-ref-1)