

Leadership Competency Assessment - Level 4

Trainer Name: _____

Self Assessment ☐

Assessment ☐

For each Performance Criteria below indicate whether the knowledge, skill, or attitude has achieved competency.

Core Competency	Performance Criteria	Competency Achieved	
		YES	NO
Planning	Creates and adapts resources for instructor development and mentorship which are aligned with established goals and Lifesaving Society resources	☐	☐
	Explains rationale for and expected use of Lifesaving Society resources in a way that is meaningful to others	☐	☐
	Outcome-based plans include adaptations for contingencies	☐	☐
Evaluating	Accurately evaluates and provides feedback to instructors using Leadership Competency Performance Criteria	☐	☐
Presentation Skills	Uses advanced presentation techniques to engage instructor candidates	☐	☐
	Matches tone and pace of speaking to the intent of the message	☐	☐
Lifesaving Society Knowledge	Advocates for the Lifesaving Society	☐	☐
	Educates others on how to advocate for the Lifesaving Society	☐	☐
	Considers multiple perspectives when providing feedback and recommendations to the Lifesaving Society	☐	☐
Curriculum Knowledge	Provides one or more recommendations for Lifesaving Society program improvement or growth	☐	☐
	Relates program content to the mission, vision and values of the Lifesaving Society	☐	☐
	Explains the importance of Lifesaving Society program guidelines, rules, policies and procedures	☐	☐
	Explains the importance of accurate record keeping and documentation	☐	☐
	Educates others about the Lifesaving Society program streams	☐	☐
Learner Characteristics	Manages group and individual needs while teaching	☐	☐
	Explains and compares the stages of human development	☐	☐
	Applies knowledge of the stages of human development	☐	☐

Health and Safety	Educates instructors on the importance of health and safety and their roles and responsibilities in maintaining a safe environment	☐	☐
	Explains the importance of personal motivation and feedback in creating and maintaining safe behaviour	☐	☐
	Reinforces safety principles applied by participants and instructors	☐	☐
Facilitating and Mentoring	Describes how to choose a teaching technique to maximize participant learning	☐	☐
	Describes implementation of and the rational for using at least two (2) different teaching techniques	☐	☐
	Provides a positive and supportive learning environment which develops instructor competencies and approaches challenges as opportunities for learning	☐	☐
Ethics and Valuing Diversity	Identifies and recommends ways to address barriers to accessing Lifesaving Society programs and services	☐	☐
	Explains how diversity is an asset which can increase organizational success	☐	☐
	Describes personal assumptions and privilege	☐	☐
Communicating	Recognizes importance of a communication network	☐	☐
	Explains how to give objective feedback to help participants to achieve instructor competency performance criteria	☐	☐
Teamwork and Collaboration	Builds when possible, consensus or win/win solutions while collaborating and teaching	☐	☐
	Objectively manages difficult situations	☐	☐
Problem Solving and Decision-making	Describes common problem solving errors and ways to avoid them	☐	☐
	Develops and uses criteria to assess the success of a decision and the short term impact of change	☐	☐
Skill Demonstration	Uses teaching techniques to teach technical skills and adaptations	☐	☐

ASSESSMENT INFORMATION - Please print clearly

Completed by:

Date:

Signature: