

SELF-APPRAISAL:

SPORTS MEDICINE & SPORTS PERFORMANCE STAFF

Overview

This self-appraisal helps you assess your current performance, identify strengths and gaps, explore opportunities, and refine key skills. It's a *tool for self-reflection and professional growth*.

It has been informed by and based on evidence-based academic research and practical experience, from multi-national businesses, and high performing sports teams that we have worked with.

The *ultimate objective for the team behind the team is player availability* - to give our teams the best opportunity to win. Leverage this performance practice as a 'pit stop'.

*Each section is scoreable (1-5) - and the total score can be 40. Revisit and update it periodically to stay aligned with your personal and professional development goals.

If you have questions, reach out to us...and feel free to share this.



1. PERSONAL GOALS & ACHIEVEMENTS

Score: ___ / 5

Key Points:

- Clarity of personal and professional goals
- Recent achievements and milestones
- Alignment of goals with sports med/performance department objectives

Reflection Questions:

- What are my short-term and long-term goals?
- What significant achievements have I made recently?
- How well do my personal goals align with the department's/ team's objectives?

2. KNOWLEDGE & SKILLS

Score: ___ / 5

Key Points:

- Relevant knowledge and expertise
- Technical skills and competencies
- Continuing education and professional development

Reflection Questions:

- What are my core areas of expertise?
- What technical skills do I excel in?
- What steps am I taking for continuous education and skill enhancement?

3. PERFORMANCE & EFFICIENCY

Score: ___ / 5

Key Points:

- Efficiency in completing tasks and responsibilities
- Quality of work delivered
- Ability to meet deadlines

Reflection Questions:

- How efficiently do I complete my tasks?
- How would I rate the quality of my work?
- Am I consistently meeting deadlines?

4. COMMUNICATION & COLLABORATION

Score: ___ / 5

Key Points:

- Effectiveness in communicating with colleagues, players and other stakeholders
- Collaboration and teamwork
- Conflict resolution skills

Reflection Questions:

- How effective is my communication with team members and players?
- How well do I collaborate with others?
- How do I handle conflicts and disagreements?

5. PLAYER CARE & SUPPORT

Score: ___ / 5

Key Points:

- Commitment to player care and wellbeing
- Effectiveness of injury prevention and rehabilitation strategies
- Responsiveness to player feedback

Reflection Questions:

- How committed am I to player care and wellbeing?
- How effective are my strategies for injury prevention and rehabilitation?
- How well do I respond to player feedback?

6. INNOVATION & IMPROVEMENT

Score: ___ / 5

Key Points:

- Willingness to adopt new methods and technologies
- Contribution to innovative practices
- Continuous improvement mindset

Reflection Questions:

- How open am I to adopting new methods and technologies?
- What innovative practices have I contributed to?
- Do I have a mindset geared towards continuous improvement?

7. TIME MANAGEMENT & ORGANISATION

Score: ___ / 5

Key Points:

- Time management skills
- Organisational abilities
- Ability to prioritise tasks

Reflection Questions:

- How well do I manage my time?
- How organised am I in my daily tasks?
- How effectively do I prioritise my responsibilities?

8. FEEDBACK & ADAPTABILITY

Score: ___ / 5

Key Points:

- Openness to feedback
- Ability to adapt to changes
- Learning from experiences and mistakes

Reflection Questions:

- How open am I to receiving and acting on feedback?
- How well do I adapt to changes in the work environment?
- What have I learned from my past experiences and mistakes?

SUMMARY

- **Total Score:** ___ / 40

Overall Assessment:

1. Strengths:

2. Gaps:

3. Opportunities:

4. Key Skills to Develop:

Next Steps:

Use this as a benchmarking frame to check in with where you are - like a pit stop in F1 racing.

1. Prioritise areas for improvement and lean into areas of strength more.
2. Set specific, measurable goals for each improvement area.
3. Develop a personal development plan and seek opportunities for training and mentorship.
4. Regularly review progress and adjust strategies as needed.