II. Criteria Evaluation:

Under each heading (Leadership, Teamwork, Attendance, Professional, and Care Delivery) please explain in narrative form why you feel you meet the attributes of each using the levels on the Ladder as a guide. Give specific examples, stories, etc. Your stories may demonstrate a combination of criteria and should make it clear to the committee how you meet these criteria. If you do not meet some of these attributes please provide in your narrative the reasons why you feel you do not. Please be prepared to come to your interview ready to talk about your narrative and keep in mind other examples that you may want to talk about.

Leadership:

The Technologist provides leadership in the professional practice setting and the profession. They are recognized as a professional by colleagues as demonstrated by competent clinical skill, effective interpersonal relationships and positive image with patients, families and colleagues. They are viewed as a role model by members of the health care team, not just the department but within the organization as a whole and serve as a “go to” person for peers, backing up the Lead Technologist when necessary to coordinate day to day workflow. When assigned to function as a Lead for the day they delegate and utilize resources as necessary considering factors related to safety, effectiveness, cost and impact on practice in the planning and delivery of services. Their performance results in an enhanced image of the technologist.

The Technologist is directly involved in professional development activities serving as a mentor or preceptor to new employees during the training process, current staff members applying for advancement and or clinical students. They take an active role in Quality Assurance and Performance Improvement initiatives and may be a Super User for modality equipment and/or PACS.

Teamwork:

The Technologist interacts with and contributes to the professional development of peers and colleagues. They follow established CARE communication and behavior guidelines and proper dress code policies. They are viewed as a dedicated member of the department and organization as a whole and understand the impact good attendance has on patient care and their co-workers. They function as a team member by assisting colleagues, addressing interpersonal conflicts directly, in a positive manner and provide feedback in a non-threatening relationship-preserving fashion. A positive tone is set even in challenging situations utilizing these opportunities to grow from mistakes and create a culture where feedback is not only safe, but expected.

A healthy work environment is of great importance when caring for others. The Technologist will work to create and maintain this by being positive, and solution focused assisting colleagues in developing conflict resolution and assertive communication skills. They promote self-care, stress reduction, and personal balance demonstrating a willingness to be a team member and work both collaboratively and independently.
Attendance:
The Technologist arrives to work and returns from breaks on time; is depended upon to work scheduled shifts. They understand the impact good time and attendance work ethics have on fellow employees/colleagues. Effective time management skills are used and assignments fulfilled.

Patient Care Delivery:
The Technologist provides safe patient care according to established standards, policies and procedures and communicates the importance of these values. They are able to evaluate and assess the need and appropriateness of a patient procedure according to the comprehensive history collected and acts as an advocate for the patient, recognizing the patient and their family as the “center of care”. Care is delivered in a manner that preserves and protects patient autonomy, dignity, and rights. Critical thinking skills are always applied as a routine part of practice, seeking alternative methods to reach outcomes when faced with a challenge. The Technologist is able to recognize limitations and does not hesitate to ask for direction from a resource. The Technologist demonstrates the ability to effectively handle actual or potential emergency situations calmly and directs others in such situations. A safe patient care environment using best practices for communication and handoff is observed and equipment is maintained to minimize risk, injury, error, and infection. Documentation is adherent to hospital and legal requirements, is concise, accurate, and complete.

Professional:
The Technologist attains knowledge and competency that reflects current practice. They assume responsibility for meeting educational needs including mandatory requirements and maintain records providing evidence of such. When attending conferences, workshops and seminars they are willing to share new knowledge with colleagues assisting others to develop professionally. They have a personal plan for professional improvement and advancement; actively pursue it, analyzing developmental goals and outlining a plan to meet these goals. The Technologist assumes accountability for their career through continuous self-evaluation and goal setting. ARRT Code of Ethics is used as a guide to practice and ethical dilemmas are recognized and resolved. The Technologist plays an active role in department and hospital wide teams and/or committee’s. They demonstrate an awareness of department and modality specific quality monitors and are involved in resolution processes for practice issues. They work to systematically enhance the quality and effectiveness of practice and therefore their profession. The Technologist will provide creative solutions in times of stress and transition that positively influence the modality or department work environment minimizing “team” anxiety.

**Please attach your typed narrative explaining specifically how you meet or why you feel you do not meet the above criteria. Remember to use the “ladder” as a guide. Feel free to add any additional information and/or documentation you feel would help this committee make this decision**