

## **APPENDIX A – Resident Leadership Essential and Desired Criteria**

Applicants need to meet the two Essential Criteria in order to be eligible.

### **Criteria 1**

Demonstrated leadership at either the local, department, college level for contributions in one or more of the following areas: education, scholarship, and/or clinical skills.

### **Criteria 2**

Being held in high regard by learners, faculty and staff.

Noted below are Desirable Criteria that applicants should possess/display.

### **Criteria 3**

**Leadership:** Building trust, lead change, aspire and encourage others. Build relationships, communicate clearly, delegate. Be confident and create accountability. Achieve department goals.

### **Criteria 4**

**Vision:** Demonstrates clear specific vision, innovation and creativity in overall goals. Ensure it is measurable, achievable, realistic and time-bound.

### **Criteria 5**

**Communication:** Effective oral and written skills, adapting communication skills in different scenarios, active listening, providing and receiving feedback

### **Criteria 6**

**Mentorship:** Motivates and develops leadership capacities in others, influence the professional and personal growth of a less experienced colleague.

### **Criteria 7**

**Collaborations:** Equitably collaborates on projects, planning and discussion meetings and demonstrates ability to work with peers, embracing other ideas and is open minded. Supportive of others.

### **Criteria 8**

**Respect/Integrity:** Demonstrates high respect for culture, language, gender, socio economic status, values diversity, exceptionalities. Leads others through example.