

KEVIN MCMULLAN MEMORIAL AWARD NOMINATION FORM

1. Nominee Name: _____
2. Your Name (Nominator): _____
3. Your Phone Number (Nominator): _____

4. Two formats are available for your submission – either a written or video nomination will be accepted. You will be required to address each of the core competencies described in the sections below, regardless of the submission format you select.

Please note: you are only required to submit either a video submission or a written submission, not both.

For video nominations, please upload your video to www.wetransfer.com and e-mail the WeTransfer link to: nominations@communitylivingessex.org.

Please read and carefully follow the instructions below for your nomination to be considered.

In the following section, please provide a detailed summary with clear examples, under each core competency, explaining why you feel your nominee is exemplary in these areas. Evaluation guidelines and a brief example are outlined for each section.

KEVIN MCMULLAN MEMORIAL AWARD NOMINATION FORM

Leadership and Professionalism:

- Always remains positive, providing a calm and respectful work environment
- Encourages others to become involved in Agency initiatives
- Acts as a Champion at all times on behalf of the Agency and people supported
- Builds good morale and cooperation within the team
- Assists to help others complete a task to get the job done
- Shares knowledge, experiences and information to empower others
- Values the diversity of talents, skills, cultures, and backgrounds that others bring

Example: Sally attended a webinar on wellness initiatives in the workplace and brought the information back to a team meeting to share how things could be implemented in the home.

Leadership and Professionalism:

KEVIN MCMULLAN MEMORIAL AWARD

NOMINATION FORM

Innovation:

- Builds cooperation within the team and promotes cohesiveness through various efforts and campaigns
- Brings forward ideas to generate new thoughts and approaches
- Positively promotes and encourages change
- Motivates improvement within the team

Example: Brent shares memes with the team around positivity to promote a positive work environment.

Innovation:

KEVIN MCMULLAN MEMORIAL AWARD NOMINATION FORM

Teamwork:

- Encourages and empowers others
Recognizes the contributions of other team members
- Provides guidance and support to new team members
- Encourages others to continue their efforts when they become discouraged
- Works to build team commitment and spirit aligning with the mission and values of the Agency

Example: John is always asking questions to learn new tasks in the home and takes on extra duties to be an extra support to his team.

Innovation:

KEVIN MCMULLAN MEMORIAL AWARD NOMINATION FORM

Advocating for Others:

- Judges where to seek support and seeks out assistance of credible resources to advocate
- Uses logical argument, personal conviction and passion to convince others
- Builds behind the scenes support for ideas
- Builds and maintains a network of contacts and resources to support initiatives

Example: Steven brought the team together to advocate on behalf of the person receiving supports who had a goal of travelling with several barriers in place.

Advocating for Others:

KEVIN MCMULLAN MEMORIAL AWARD NOMINATION FORM

Resilience:

- Focuses on successfully taking on and meeting a challenge
- Sticks with tasks despite meeting frequent and/or repeated frustration and rejection
- Maintains positive behaviour and high levels of self motivation whatever the circumstances
- Remains persistent despite what is going on and continues on to deliver same level of service as committed

Example: It's 2024, and we keep moving forward, we can all celebrate resilience!

Resilience:

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Initiative:

- Acts promptly to make confident time critical decisions
Thinks and plans ahead, organizing resources and activities
- Ensures efficient follow up to check on progress, identify potential problem areas and identify where additional support may be needed
- Creates an environment where proactivity and initiative are valued
- Makes creative use of resources and makes use of what is available to the person and identifies alternatives to meet or exceed overall goals

Example: Sara got creative with resources provided to support a person to meet a goal whereas at first it was determined that the person didn't have the funds to move forward.

Initiative:

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Dedication and Courage:

- Remains positive with routine and repetitive tasks
- Treats people with respect, dignity and courtesy in all situations
- Listens respectfully to others at all times
- Responds to concerns by altering one's own behaviour in a helpful responsive manner

Example: Tom took the courage to bring up concerns to his team around something he believed needed to change.

Dedication and Courage:

KEVIN MCMULLAN MEMORIAL AWARD

NOMINATION FORM

Person-Centered Approach:

- Displays an in-depth understanding of a person's behaviour or responses and adapts his or her own behaviour and uses this to teach others
- Promotes interrelationships between the person, their culture, their community, and their history
- Provides support based on a person's interests and their rights and responsibilities

Example: Alison ensured that a goal that the person she is supporting was broken down into smaller steps for it to be achievable for the person and supported the person with each step.

Person-Centered Approach:

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