

**Evaluation Guidelines For The Community Living Essex County
Kevin McMullan Memorial Award
Recognizing Excellence In Supports and Services**

| Candidate Qualities | |
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| i. Leadership and Professionalism | <ul style="list-style-type: none"> ▪ 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 |
| ii. Innovation | <ul style="list-style-type: none"> ▪ 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 |
| iii. Teamwork | <ul style="list-style-type: none"> ▪ 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 |
| iv. Advocating for Others | <ul style="list-style-type: none"> ▪ 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 |
| v. Initiative | <ul style="list-style-type: none"> ▪ 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 is 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 |

Candidate Qualities

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| <p>vi. Resilience</p> | <ul style="list-style-type: none"> ▪ 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 |
| <p>vii. Dedication and Courage</p> | <ul style="list-style-type: none"> ▪ 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 |
| <p>viii. Person-Centered Approach</p> | <ul style="list-style-type: none"> ▪ 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 |