

Self-Assessment –SAMPLE

Kenya FELTP	Self-Assessment of Field Epidemiology Competencies
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Mastering competencies in field epidemiology is a development process that will continue throughout the 2 year program and beyond. Your development as a field epidemiologist is a partnership between you, your supervisor and your mentors. This self assessment is designed to help you prioritize the areas of your own development, by identifying your skill level and the importance of the competency. By carefully completing this assessment you will be able to work with your mentor to develop a work plan that is customized for your own needs. Regular self assessments during the formal training program will support continued progress toward achieving your long term goals.

Please read the instructions carefully before you begin.

This assessment will take you approximately 30 minutes to complete. After you have completed the assessment, bring it to your mentor to plan your next steps.

Instructions for completing the Self-Assessment

1. **Review** the competencies on the following pages.
2. **Complete Column A.**

Assess your level of ability in each competency, either through course work or employment experience. You may encounter competencies which are completely unfamiliar to you. This should not be a cause for concern. Assess your ability as best you can, and do not hesitate to acknowledge that you are unfamiliar with a topic or its importance.

Use the following **ability scale** to complete Column A:

- 5 = Outstanding – Definitely one of your strengths
- 4 = Above average compared to your ability in other areas
- 3 = Average or moderate
- 2 = Minimal ability
- 1 = No experience or training in this area

3. **Complete Column B.**

Rate the importance of each competency to your current assignment and/or to your professional goals, using the **scale of importance**:

- 5 = Critical importance – a key developmental objective
- 4 = Very important
- 3 = Average or moderate importance
- 2 = Minimal importance
- 1 = No importance
- 0 = Don't know

Domains and Competencies	A. Current Ability Level	B. Level of Impor- -tance	C. Strengths & Needs (A-B)
(1) Epidemiologic Methods			
1.1 Conduct field investigations of disease outbreaks			
1.2 Analyze and interpret data by person, place and time			
1.3 Design and conduct a survey			
1.4 Design and conduct case-control and cohort studies			
1.5 Analyze and interpret data from analytic studies			
1.6 Present data and findings from surveys and studies to decision makers and other stakeholders			
1.7 Conduct stratified analysis			
1.8 Use logistical regression modeling			
1.9 Collect, package, store and transport specimens to the laboratory			
1.10 Interpret results of laboratory tests			
1.11 Describe the laboratory tests used for the diagnosis of the diseases under surveillance			
(2) Communications			
2.1 Prepare and deliver an oral scientific presentation			
2.2 Prepare a scientific manuscript for a peer-reviewed journal			
2.3 Prepare an abstract for a peer-reviewed journal			
2.4 Prepare and present a poster presentation for a scientific meeting			
2.5 Prepare reports for presentation to decision makers and policy makers			
2.6 Prepare reports for publication in non-scientific publications			
2.7 Prepare statements for the public, using a variety of media, in response to public health issues			
2.8 Prepare a funding proposal			
2.9 Use appropriate interpersonal communication skills to enable efficient and sound leadership in the public health community			
(3) Biostatistics			
3.1 Describe and apply probability distributions			
3.2 Calculate descriptive statistics			
3.3 Present data using tables, graphs, charts & maps			

Domains and Competencies	A. Current Ability Level	B. Level of Impor- -tance	C. Strengths & Needs (A-B)
3.4 Perform statistical tests such as Students t, Chi-square, Fischer's Exact			
3.5 Determine sample size for a survey			
3.6 Calculate linear regression			
3.7 Conduct non-parametric tests			
(4) Computer Technology			
4.1 Describe the components of a computer			
4.2 Use the operating system on a personal computer to manage files and navigate between programs			
4.3 Use a word processor to prepare scientific documents and reports			
4.4 Use spreadsheet software to organize epidemiologic and financial data			
4.5 Use graphics software to prepare presentations			
4.6 Use Epi Info to enter, clean, analyze and report epidemiologic data			
(5) Management & Leadership			
5.1 Manage a field project such as an outbreak investigation, epidemiologic study, or survey that is time limited and situational			
5.2 Implement control measures or conduct a public health intervention			
5.3 Conduct an ongoing program such as a public health surveillance system			
5.4 Perform financial planning and budgetary management			
5.5 Administer and participate in personnel management			
5.6 Manage personal responsibilities such as priorities, time and information			
5.7 Conduct analysis of processes / programs from planning to evaluation			
5.8 Create an environment that supports group participation and interaction			
5.9 Communicate effectively with other health professionals, such as laboratory personnel			
5.10 Facilitate organized training sessions			
5.11 Coach and mentor other public health professionals			

Domains and Competencies	A. Current Ability Level	B. Level of Impor- -tance	C. Strengths & Needs (A-B)
5.12 Develop instructional materials and presentations using sound instructional design methodology			
(6) Surveillance			
6.1 Manage a public health surveillance system			
6.2 Analyze and interpret surveillance data			
6.3 Evaluate a public health surveillance system			
6.4 Design or revise a public health surveillance system			
6.5 Prepare surveillance analysis reports for presentation to decision-makers and policy-makers			
(7) Epidemiology of Disease & Injury			
7.1 Describe the epidemiology and control of diseases of national, regional and global importance			
7.2 Appropriately prioritize communicable & non-communicable diseases			
7.3 Describe unique circumstances of injury surveillance			

4. Now **complete Column C.**

Determine strengths and needs by subtracting Column A – Column B.

In other words, subtract the number in the *Level of Importance* column from the number in the *Current Ability Level* column. The scores will range from –4 to +4. Competencies resulting in *positive* scores in column C represent strengths; *negative* scores represent developmental needs; the larger the negative number, the greater the need for improvement. For example, a score of –4 for a competency would indicate a critical developmental need; a score of 0 would indicate no need; a score of +4 would indicate a definite strength.

5. **Set** your developmental priorities by identifying **1 to 3** competencies with the *lowest* numbers in column C and entering them as competency development needs in Section IV Development Priorities of the work plan that you will review with your mentor.
6. As you meet your goals, refer again to your self-assessment to identify subsequent priority areas. Reassess yourself **semi-annually**.