

Butterfly Self-Test-Rate Your Fluttering!

ACTION	Total Butterfly 1 point	Fluttering 2 points	Committed 3 points
Performance Management	I have not really had time to do this with staff; I am always putting out fires!	I do performance planning to check it off my list and say I got it done, not all staff really need this	I assure all staff have a performance plan/coaching session first quarter of FY
Rounding with staff and those I serve using a rounding Log	If there are problems I scoot around and ask a few questions, sometimes I round in the mornings when I have time	I round on staff when I have time, but I do not use a rounding log unless someone asks to see it and then I fill one out	I have a rounding schedule that I stick to, and I use a rounding log so I can harvest wins and remember to close the loop on items the staff need
The 90 day plan	A ninety day what??? Who has time for a 90 day plan???	I work on what is right in front of me, sometimes the 90 day plan does not fit with my priorities in my areas	I incorporate new expectations into my 90 day plan and hardwire them with foundational activities like rounding and rewards
Role Modeling	I role model when I can, but do not think it is that important when I am with peers, I should be able to let my hair down sometimes!	I role model on the unit and in meetings but I have days with the physicians or my peers that I just lose it	I role model in front of staff and patients; I am thoughtful in meetings and even in the elevator that my actions represent the organization
Statistical Facts i.e. – an Organizational Dashboard	I hear about stats when I come to staff development and wonder what the fuss is about	I do not think that most organizational stats really impact me or are important to my leadership areas	I know that an organizational dashboard is important to keep my area aligned to big picture goals and objectives
Reward and Recognition	I reward and recognize for things that make my job easier, and the staff have to do something big for me to reward it	I reward and recognize when I remember to do it, but I do not have a structured or scheduled habit to reward and recognize	I have hardwired Thank You notes and focus on specific behaviors that I want repeated; I also reward and recognize when I round
Innovations	I volunteer for things, knowing that it might cause me to leave some "routine" things out for a while which is ok	I react to the corporate "hot topics" but always return to foundational leadership activities when my results start to slip or staff complain	I respond to new ideas and innovations by incorporating them into my current leadership values, 90 plan and structure
Budget Report	I hope nobody notices my budget report	I complete my budget and address gaps if directed by leader	I use my budget report to measure an aspect of my own leader effectiveness
TOTALS	_____ X 1 = _____	_____ X 2 = _____	_____ X 3 = _____
	Total of all 3 columns = _____		

