

## Board of Directors – Sample Competency Matrix

All Directors should:

- Embrace the shared vision, mission and values of the organization
- Be known for their honesty and integrity
- Be able to admit to mistakes and learn from them
- Embrace and lead change
- Be a team player; can follow as well as lead
- Be a constructive, creative problem solver
- Have critical thinking skills
- Be objective

### Characteristics and Skills Matrix

Proposed Candidate	Characteristics						Competencies*								
	Shared Vision	Honest & respectful	Learns from mistakes	Change agent	Team Player	Problem solver	Governance	Finance	Health and/or Program	Strategic Planning	Risk Management	Technology	Capital Planning	Quality Improvement	Community Relations

\*Note: competencies may be tailored for the needs of your organization