

EVALUATIONS

Self-Assessment Tool for Public Health Nutritionist

This tool is designed to help you objectively assess your expertise in five general areas of public health nutrition. You can use the assessment to develop a career development plan. It is important to complete each item even though the particular skill or knowledge may not be required in your present job.

For the purpose of this self-assessment, the following definitions are used:

1. **Expert**-possess this knowledge/skill as a result of training and/or experience and feel able to speak and act with authority in this areas,
2. **Competent**-feel knowledge/skill exceeds average but is less than level of "expert"
3. **Adequate**-consider knowledge/skill is satisfactory or average
4. **Beginner**-feel knowledge/skill is characterized by uncertainty and lack of confidence.
5. **Unqualified**-assess knowledge/skill as inadequate and performance in area would be difficult without technical assistance; assistance would be needed if required to apply this

I. Nutrition and Dietetics Practice

	<u>Expert/</u>	<u>Unqualified</u>			
♦ Knowledge of the principles and practice of nutrition throughout the life cycle					
>normal nutrition	1	2	3	4	5
>therapeutic nutrition	1	2	3	4	5
>meal planning, food selection, preparation, processing and service for individuals and groups.	1	2	3	4	5
♦ Knowledge of human behavior, particularly health and diet-related behaviors	1	2	3	4	5
♦ Knowledge of techniques for effecting behavior change	1	2	3	4	5
♦ Skill in process of interviewing and counseling	1	2	3	4	5
♦ Knowledge of the cultures and life styles of ethnic and socioeconomic groups represented in the community.	1	2	3	4	5
♦ knowledge and skill in nutrition assessment techniques:					
>anthropometrics	1	2	3	4	5
>biochemical	1	2	3	4	5
>clinical	1	2	3	4	5
>dietary	1	2	3	4	5
>socioeconomic	1	2	3	4	5
♦ Skill in the interpretation and use of data from nutrition assessment for:					
>individuals	1	2	3	4	5
>populations	1	2	3	4	5

II. Communication

	<u>Expert/</u>	<u>Unqualified</u>			
♦ Skill in communicating scientific information at levels appropriate for different audiences, both orally and in writing:					
>consumers/public	1	2	3	4	5
>health professional	1	2	3	4	5
>the media	1	2	3	4	5

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Expert/ Unqualified

♦ Skill in using various communication channels and working with the media:					
>printed media (newspapers, magazines, newsletters)	1	2	3	4	5
>radio	1	2	3	4	5
>films/video	1	2	3	4	5
>television	1	2	3	4	5
♦ Knowledge of methods to outreach to prospective clients to enhance their participation in health and nutrition programs.	1	2	3	4	5
♦ knowledge of the principles of social marketing for use in health and nutrition programs.	1	2	3	4	5
♦ Skill in negotiation and use of group process techniques (brainstorming, focus groups, nominal group process) to achieve goals and objectives.	1	2	3	4	5
♦ Skill in participating effectively as a member of agency and/or community boards, committees, and task forces.	1	2	3	4	5
♦ Skill in using the consultation process	1	2	3	4	5

III. Public Health Science and Practice

♦ Knowledge and understanding of the epidemiologic approach to measure and describe health and nutrition problems in the community.	1	2	3	4	5
♦ Knowledge of biostatistics, including principles of:	1	2	3	4	5
>data collection and management	1	2	3	4	5
>statistical analysis and inferences	1	2	3	4	5
computer applications for data compilation and analyses	1	2	3	4	5
♦ Knowledge of research design and methodology	1	2	3	4	5
♦ Skill in interpreting research and its implications for the practice of public health and nutrition.	1	2	3	4	5
♦ Skill in conducting a community health and nutrition needs assessment, including:					
>knowledge of local community including community networks and power structures	1	2	3	4	5
>knowledge of available data sources and their use	1	2	3	4	5
>skill in soliciting input on perceived needs from clients, community leaders, and health professionals.	1	2	3	4	5
>knowledge of community health and human service programs and of appropriate resources for client referral.	1	2	3	4	5

IV. Management

♦ Skill in community organization	1	2	3	4	5
♦ Skill in translating community assessment data into agency program plan for nutrition services, including:	1	2	3	4	5
>prioritizing goals	1	2	3	4	5
>development of measurable objectives	1	2	3	4	5
>development of achievable action plans	1	2	3	4	5
>use of quality control measures	1	2	3	4	5
>development of evaluation systems	1	2	3	4	5

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♦ Skill in integrating plan for nutrition services into overall mission and plan of the health agency	1	2	3	4	5
Skill in organizing and prioritizing work	1	2	3	4	5
	<u>Expert/</u> <u>Unqualified</u>				
♦ Knowledge of quality assurance methodology, including the writing of measurable health outcomes and nutrition care standards	1	2	3	4	5
♦ Skill in applying the principles of personnel management, including:					
>recruiting	1	2	3	4	5
>staffing	1	2	3	4	5
>supervising	1	2	3	4	5
>performance appraisal	1	2	3	4	5
>staff development	1	2	3	4	5
♦					
Skill in applying principles of financial management of health services, including:					
>forecasting of fiscal needs	1	2	3	4	5
>budget preparation and justification	1	2	3	4	5
>reimbursement systems	1	2	3	4	5
>control of revenues and expenditures	1	2	3	4	5
♦ Knowledge of available funding sources for public health and public health nutrition programs	1	2	3	4	5
♦ Skill in grant and contract management, including:					
>preparation	1	2	3	4	5
>negotiation	1	2	3	4	5
>monitoring	1	2	3	4	5
♦ Skill in applying principles of cost/benefit and cost/effectiveness analysis	1	2	3	4	5

V. Legislation and Advocacy

♦ Knowledge of current and emerging public health and nutrition problems	1	2	3	4	5
♦ Skill in identifying economic and societal trend which have implications for the health and nutritional status of the population	1	2	3	4	5
♦ Knowledge of the political considerations involved in agency planning and decision making	1	2	3	4	5
♦ Knowledge of the legislative base for public health and public health nutrition programs	1	2	3	4	5
♦ Knowledge of federal, state, and local governmental structures and the processes involved in the development of public policy, legislation, and regulations that influence nutrition and health services	1	2	3	4	5
♦ Knowledge of the purposes, function, and politics of organizations in the community which influence nutrition and health.	1	2	3	4	5
♦	1	2	3	4	5
Skill in participating in organized advocacy efforts for health and nutrition programs					

Thank you for your input!