

# Scoring your community engagement KSA assessment

Community Engagement Knowledge, Skills, and Abilities for Public Health Professionals

When you have completed your online survey, you have two choices for retaining your responses. Select either **email this report** or **send to printer**.

Then using the report, calculate your **total** and **average** score for each domain. When dividing your total in each domain to find your average score, please note that most domains have seven (7) competencies, for a possible total of 35, while authentic engagement has eight (8) items.

## Key scores for individuals completing this survey

### Individual’s adjusted average

For individuals completing this survey, the most important score is the “adjusted individual average score for each domain.” This gives your average rating for the domain (1 = basic knowledge, 5 = expert), based on the items that you indicated were relevant to your work. In the calculation, non-applicable (N/A) items are removed, so that users are not penalized for knowledge, skills or abilities that fall outside of their job responsibilities. You will have a score for each of the five domains.

| Community engagement competency domain | Adjusted individual average score (1-5) |
| --- | --- |
| Communication |  |
| Cultural responsiveness and adaptation |  |
| Authentic engagement |  |
| Collaboration |  |
| Advancing equity |  |

Individual’s raw total score = \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Maximum possible: 180)

#### Areas of strength

These are the individual competencies rated between 4-5 (Advanced or Expert), and the domains with an adjusted average score of 4-5.

#### Individual opportunities for growth and development

These are the competencies rated with a 1 or 2 (Basic Knowledge or Novice), and domains with an adjusted average score of 1 or 2.

#### What can I do with my score?

* **Use the results as part of my individual development plan.**
* **Discuss my score with a colleague or supervisor.**Some ideas for discussion include:
  + Does the rating I give myself on each item/domain match how others perceive me?
  + What can I do to develop further, in areas of strength or areas where there is room for growth?
  + How does my perception match/differ from others’ perceptions, regarding: the extent to which each domain is required to do my job, and my team’s work, effectively? What questions and conversations arise from this?
  + What are the highest priority domains for my work? For my team?
  + Within each domain, which items are highest priority for my individual work? For my team?
* **Conduct a broad group discussion with other members of my team.**

### Team scores

For teams completing this survey, use the unadjusted average rating for the domain (1 = basic knowledge, 5 = expert), based on all items. In the calculation, non-applicable (N/A) items are included. It is important for the team to review the items that each member indicated were and were NOT relevant to their individual work. It may be helpful for the team to discuss who is responsible for these (N/A) items if these knowledge, skills and abilities are not represented on the team.

| Community engagement  competency domain | Unadjusted individual average domain score (1-5) | | | |
| --- | --- | --- | --- | --- |
| Member 1 | Member 2 | Member 3 | TEAM AVERAGE |
| Communication |  |  |  |  |
| Cultural responsiveness and adaptation |  |  |  |  |
| Authentic engagement |  |  |  |  |
| Collaboration |  |  |  |  |
| Advancing equity |  |  |  |  |

After the team has compared the non-applicable (N/A) competencies, discuss how your team operationalizes these knowledge, skills or abilities. Here are some questions to consider:

* Do your expectations and assumptions about applicable and non-applicable competencies align with your roles and responsibilities?
* Are individual averages on each item/domain consistent with how your team operates together and each person’s role as a team member?
* What domains have higher and lower team (unadjusted and adjusted) averages?
* How do we prioritize community engagement activities in our work?

You may find it useful to reflect on these results periodically. You may also take the assessment again after several months and compare your results.

**Thank you for completing the assessment.**

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