

## HEALTH PROMOTER COMPETENCIES' TOOLKIT

### Resources to develop competencies for improved health promotion practice

#### Position Profile

This central resource supplements the competency set and glossary providing a rationale for health promoter positions, role summary, and proficiency level examples for each competency statement.

#### Student and Practitioner Tools

These include: a self-assessment tool; examples of specific outputs described in the competency set, such as a situational assessment, policy brief, and others; as well as development strategies to improve one's competencies.

- Tool 1 - Health Promoter Position Profile
- Tool 2 - Self-Assessment Tool
- Examples of Health Promoter Outputs:
  - Tool 3 - Concise Brief – Issue
  - Tool 4 - Concise Brief – Options
  - Tool 5 - Concise Brief – Decision
  - Tool 6 - Define and Quantify an Issue
  - Tool 7 - Policy Analysis – Descriptive Implications
  - Tool 8 - Situational Assessment

#### Manager Tools

These include: a series of recruitment tools including job description examples, interview guide, and applicant assessment matrix. A competency-based performance appraisal template is also provided.

- Tool 1 - Health Promoter Position Profile
- Health Promoter Job Descriptions:
  - Tool 9 - Level 1
  - Tool 10 - Level 2
  - Tool 11 - Side-By-Side Comparison
- Tool 12 - Sample Interview Questions
- Tool 14 - Performance Appraisal Template
- Tool 15 - Individual Learning Plan

#### Additional Tools

These include: a comparison between the health promoter competencies and the public health core competencies; a slide-deck describing the competencies and their uses that can be tailored to presenters' needs; as well as stand-alone versions of the competency set and glossary.

- Tool 16 - Competencies Comparison Tool: Comparing the Pan-Canadian Health Promoter Competencies with the Core Competencies for Public Health in Canada.
- Tool 17 - Health Promoter Competencies Communication Tool: Slide deck to facilitate communication on using the Pan-Canadian Health Promoter Competencies.