

Response	NAF	HO	EH	Finance	HP	PIO	Mgr	MD	IT	Total
Mentoring	3									3
Finance	5	8	2	7	1					23
Supervision	6	3	2		3	2				16
Emergency Prep	2				1	1				4
PH101	7	6		2	1	4		1		21
PHC	3	9			2					14
Evaluation	1									1
Comm Disease	1					1				2
Media	1					1				2
Contracts Grants	2	3		3	1					9
Orientation to PD	1	3		2			1			7
Personal Health Services		4								4
Advocacy		2			1					3
Communication		2								2
Work with Elected Officials		3								3
Community Engagement		3			1					4
Capacity Building		2								2
Best Practices		2								2
Strategic Planning		2			1					3
Regulation		2								2
Crucial Conversations		4								4
Health Equity		2								2
Management		2	1	1	1					5
Organization			1							1
Leadership			2		1					3
Policy					1					1
Performance mgmt					1					1
Workforce Development					1					1
Tribal Health						1				1
IT									2	2
Total Responses	32	62	8	15	17	10	1	1	2	148
Question #1: When first appointed to your leadership position, what were you lacking (skill, education, experience, or other) that would have been beneficial?										