

Table 7

Themes of Self Reflection on Health Information Management (HIM) Leadership

Average Response > 4	Average Response < 4
Responsibility	Recognize contributions, feelings of others
Actions (values/principles)	Realistic expectations
Awareness of impact on co-workers	Challenge others
Decision making	Tolerate stress
Collaboration	Triangles
Focus on strengths of employees	Clearly state position
Independence	Accept criticism
Change management	Anxiety does not cause distance
Options for solving problems	

Note: Scale: 0 = never; 1 = rarely; 2 = sometimes; 3 = often; 4 = almost always; 5 = always.