



Instructions:

As part of the evaluation of Rrcwle Surgery residents, we would like to ask for evaluations of certain aspects of their skills including communication, collaboration, and professionalism. You have been identified as someone who may be able to assess this resident in one or more of the categories below. We would appreciate your honest opinion in as many of the items below as possible.

Please return your confidential assessment in the addressed envelope to the residency coordinator's office (Att: Jennifer Bowen) at McMaster University Medical Centre, room 4E12. All of the assessments will be collated and your name will not appear in the collated document. If you have any questions, please contact the Program Director Dr. Nick Strumas at extension 73597. Many thanks for taking the time to fill out this evaluation.

Name of Assessor: _____

Your Role in the Hospital/Clinic Setting: _____

Do you feel you have had enough interaction with the resident to form an opinion?

Yes or No (if you have circled "no", please stop here and send the evaluation to Jennifer Bowen in the envelope provided)

Name of Resident: _____

Date of Assessment: _____

1. Communicator

- Establishes therapeutic relationship with patients/families
- Obtains and synthesizes relevant history from patients/families/communities
- Listens effectively, discusses appropriate information with patients/families and the health care team

How would you rate this resident as a communicator? (Please circle a response)

1 2 3 4 5 Unable to Assess

1. Does not recognize the importance of the therapeutic relationship. Poor Body language. Unable to express basic concepts. Does not listen to patient. Does not understand boundaries.
2. No attempt made to develop an effective therapeutic relationship with patient or family. Uncomfortable with the role. Communication lacks clarity, is unfocused.
3. Able to develop an effective professional relationship with patients and families. Communicates concerns. Develops rapport with patients.
4. Develops effective clinical relationships in the context of the individual and cultural background. Tactful, empathetic. Puts patients at ease, listens and articulates well.
5. An overall expert communicator

Are patient's records/orders written clearly, concisely and easy to read? (Please circle a response)

1 2 3 4 5 Unable to Assess

1. Unable to read patient's records/orders most of the time, needs clarification
2. Difficult to read, but able to figure it out
3. Able to read but can be better organized
4. Able to read, follow easily the patient's records/orders
5. Excellent and clearly written

2. Collaborator

- Consults effectively with health care professionals
- Contributes effectively to other interdisciplinary team activities

How would you rate this resident as a collaborator? (Please circle a response)

1 2 3 4 5 Unable to Assess

1. Behavior interferes with performance. Undermines team.
2. Active team member, but no development of leadership skills. Occasional concerns from allied health professionals/colleagues.
3. Works well with others. Good communication with team. Shows leadership. Interacts well with allied health professional/colleague team members.
4. Able to inspire others and achieve results in difficult situations without antagonizing others.
5. An expert performance

3. Professionalism

- Delivers care with integrity, honesty and compassion
- Exhibits appropriate personal and interpersonal professional behavior
- Practices medicine ethically consistent with the obligations of their profession

How would you rate this resident on the following 3 areas of Professionalism? (Please circle a response)

Responsibility 1 2 3 4 5 Unable to Assess

1. Complete lack of responsibility to team and/or patient. Does not follow through on assignments. Not dependable. Does less than prescribed work.
2. Usually follows through on delegated tasks, but at times does not complete task and/or report information to team.
3. Follows through with patient care plan. Follows up on delegated tasks consistently, efficiently, and reliably.
4. Consistently diligent, intelligent, problem-oriented follow-up. Accepts responsibility for own actions- recognizes mistakes and accepts consequences. Prepared to give extra time willingly.
5. An expert performance

Self Assessment Skills/Insight 1 2 3 4 5 Unable to Assess

1. Defensive, unable to accept criticism or responsibility for outcomes. Unaware of own limitations
2. Listens to feedback and advice but are unable to act on these. Does not actively seek feedback
3. Accepts responsibility for self-improvement. Recognizes own limits, willing to discuss these with intent to improve. Actions demonstrate that feedback used
4. Recognizes own limitations. Raises constructive questions, seeks feedback to further excel, and accepts criticism positively
5. An expert performance

Ethics 1 2 3 4 5 Unable to Assess

1. Behaves in a fashion blatantly contrary to ethical principles
2. Aware of ethical principles but unable to incorporate them into daily clinical practice
3. Recognizes and addresses ethical issues and displays sound moral judgment
4. Consistently displays exemplary ethical conduct. Always considers and recognizes ethical implications of medical practice
5. An expert performance