

RESIDENT PEER ASSESSMENT QUESTIONNAIRE

360 Degree Evaluation (Long Form)

Resident's Name: _____ Evaluator's Name: _____ Inpt ___ Outpt ___

Program/Specialty: _____ Year of Training: _____ Evaluation Date: _____

How familiar are you with this resident's work? Very Well 6 Somewhat 3 Hardly at All

7 5 4 2 1

The following statements describe physician behaviors. Compared to other residents at the same level of training, rate the resident's performance using the scale to the right.

| | <u>Never</u> | <u>Sometimes</u> | <u>Half The Time</u> | <u>Often</u> | <u>Always</u> | <u>Unable to Evaluate</u> |
|---|--------------|------------------|------------------------------|--------------|---------------|-----------------------------------|
| A. PATIENT CARE | | | | | | |
| 1. Promotes health maintenance | 1 | 2 | 3 | 4 | 5 | UE |
| 2. Appropriately prioritizes patient problems | 1 | 2 | 3 | 4 | 5 | UE |
| 3. Develops an appropriate diagnostic plan | 1 | 2 | 3 | 4 | 5 | UE |
| 4. Performs technical procedures skillfully | 1 | 2 | 3 | 4 | 5 | UE |
| 5. Prescribes medications appropriately | 1 | 2 | 3 | 4 | 5 | UE |
| 6. Manages psychosocial problems appropriately | 1 | 2 | 3 | 4 | 5 | UE |
| B. PROFESSIONALISM | | | | | | |
| 1. Demonstrates respect for the patient's | | | | | | |
| a. Culture | 1 | 2 | 3 | 4 | 5 | UE |
| b. Gender | 1 | 2 | 3 | 4 | 5 | UE |
| c. Disability | 1 | 2 | 3 | 4 | 5 | UE |
| d. Sexual Orientation | 1 | 2 | 3 | 4 | 5 | UE |
| e. Age | 1 | 2 | 3 | 4 | 5 | UE |
| f. Religion | 1 | 2 | 3 | 4 | 5 | UE |
| 2. Demonstrates respect for nurses | 1 | 2 | 3 | 4 | 5 | UE |
| 3. Demonstrates respect for support staff | 1 | 2 | 3 | 4 | 5 | UE |
| 4. Maintains confidentiality of patients and their families | 1 | 2 | 3 | 4 | 5 | UE |
| 5. Shows compassion for patients and their families | 1 | 2 | 3 | 4 | 5 | UE |
| 6. Seeks consultation/supervision when appropriate | 1 | 2 | 3 | 4 | 5 | UE |
| 7. Functions effectively as a member of the team | 1 | 2 | 3 | 4 | 5 | UE |
| 8. Demonstrates responsibility | 1 | 2 | 3 | 4 | 5 | UE |
| 9. Completes assigned tasks | 1 | 2 | 3 | 4 | 5 | UE |
| 10. Manages personal stress responsibly | 1 | 2 | 3 | 4 | 5 | UE |
| 11. Answers pages in a timely fashion | 1 | 2 | 3 | 4 | 5 | UE |

C. INTERPERSONAL AND COMMUNICATION SKILLS

| | | | | | | |
|--|---|---|---|---|---|----|
| 1. Communicates effectively with patients and patient's families | 1 | 2 | 3 | 4 | 5 | UE |
| 2. Communicates effectively with other health care professionals | 1 | 2 | 3 | 4 | 5 | UE |
| 3. Communicates referral information to patients | 1 | 2 | 3 | 4 | 5 | UE |
| 4. Maintains complete medical records | 1 | 2 | 3 | 4 | 5 | UE |

D. SYSTEMS BASED PRACTICE

| | | | | | | |
|--|---|---|---|---|---|----|
| 1. Makes appropriate use of community resources | 1 | 2 | 3 | 4 | 5 | UE |
| 2. Coordinates care effectively for patients with other health care professionals and physicians | 1 | 2 | 3 | 4 | 5 | UE |
| 3. Manages health care resources efficiently | 1 | 2 | 3 | 4 | 5 | UE |
| 4. Practices cost-effective health care that does not compromise the quality of care | 1 | 2 | 3 | 4 | 5 | UE |

E. MEDICAL KNOWLEDGE

| | | | | | | |
|--|---|---|---|---|---|----|
| 1. Critically assesses diagnostic information | 1 | 2 | 3 | 4 | 5 | UE |
| 2. Demonstrates an adequate knowledge of pharmacology | 1 | 2 | 3 | 4 | 5 | UE |
| 3. Demonstrates an adequate knowledge of the basic sciences related to specialty | 1 | 2 | 3 | 4 | 5 | UE |
| 4. Recognizes psychosocial aspects of illness | 1 | 2 | 3 | 4 | 5 | UE |

F. PRACTICE BASED LEARNING AND IMPROVEMENT

| | | | | | | |
|--|---|---|---|---|---|----|
| 1. Uses the medical literature to answer questions on medical care | 1 | 2 | 3 | 4 | 5 | UE |
| 2. Applies evidence-based medicine to patient care | 1 | 2 | 3 | 4 | 5 | UE |
| 3. Participates in continuing medical education | 1 | 2 | 3 | 4 | 5 | UE |
| 4. Uses feedback to improve performance | 1 | 2 | 3 | 4 | 5 | UE |

Comments and overall appraisal of resident:

List what resident does well:

List what resident needs to improve:

Strategies/resources that would help improve performance: