

NURSING 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 Somewhat Hardly at All

7 6 5 4 3 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. Responds to the patient's need for comfort & encouragement	1	2	3	4	5	UE
4. Responds to the family's need for information & encouragement	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
12. Is condescending to you	1	2	3	4	5	UE
13. Is condescending to patients and families	1	2	3	4	5	UE

14. Is abusive to you	1	2	3	4	5	UE
15. Is abusive around patients and families	1	2	3	4	5	UE
16. Is courteous to patients and families	1	2	3	4	5	UE
17. Respects patient's right to make choices regarding their care	1	2	3	4	5	UE
18. Responds appropriately to the limitations imposed by the patient's illness	1	2	3	4	5	UE
19. Responds in a timely fashion to nursing requests for help	1	2	3	4	5	UE
20. 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
5. Listens to and considers what you have to say	1	2	3	4	5	UE
6. Handles demanding interpersonal situations in a respectful and effective manner	1	2	3	4	5	UE
7. Handles messages appropriately in a timely fashion	1	2	3	4	5	UE

E. 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

Comments and overall appraisal of resident:

List what resident does well:

List what resident needs to improve:

Strategies/resources that would help improve performance: