

American Osteopathic Colleges of Ophthalmology and Otolaryngology-Head and Neck Surgery

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360° EVALUATION of RESIDENT

Program Director's Name: _____ Institution: _____

Resident Name: _____ Period of Evaluation: _____ to _____

Evaluator: _____ Date: _____

Check One: Nurse/NP PA Pharmacist Resident Tech Clerical Staff Other _____

Directions: Please use the following scale to complete this evaluation:

1=POOR 2=FAIR 3=VERY GOOD 4=OUTSTANDING C/J= CANNOT JUDGE

Competency: Interpersonal and Written Communication Skills

- Maintained composure and avoided abusive or critical comments during stressful moments. 1 2 3 4 C/J

- Made appropriate/reasonable demands on other members of the team 1 2 3 4 C/J

- Maintained respectful communication with patients and families 1 2 3 4 C/J

- Developed and maintained respectful relationships with peers, staff and students (i.e., did not display hostile, derogatory, sarcastic or other types of disruptive behaviors) 1 2 3 4 C/J

- Demonstrated good listening skills 1 2 3 4 C/J

- Communicated both verbally and nonverbally in a clear, effective and appropriate manner with patients and families 1 2 3 4 C/J

- Maintained concise, accurate patient records that were easy to follow 1 2 3 4 C/J

- Maintained patient confidentiality in verbal and written communication 1 2 3 4 C/J

Competency: Professionalism

- Displayed honest and ethical behavior 1 2 3 4 C/J

- Demonstrated a mature, courteous and considerate manner 1 2 3 4 C/J

- Was a dependable member of the healthcare team 1 2 3 4 C/J

- Was punctual and reliable in performing patient duties and assignments 1 2 3 4 C/J

- Placed patient care above self-interest when necessary 1 2 3 4 C/J

Showed appropriate awareness of the effect that his/her actions had on members of the treatment team	1	2	3	4	C/J
Displayed a positive appearance in dress and personal hygiene	1	2	3	4	C/J
Was sensitive to patients' immediate physical and emotional needs; established good rapport with patients and their families	1	2	3	4	C/J
Provided equitable care regardless of patient culture, race or socio-economic status	1	2	3	4	C/J
Did not display signs of moodiness, confusion, drowsiness, fatigue or impairment due to drugs or alcohol	1	2	3	4	C/J
Demonstrated the qualities I want/expect in my own physician	1	2	3	4	C/J

Competency: Practice-Based Learning & Improvement

Accepted responsibility for mistakes and/or failures	1	2	3	4	C/J
Responded appropriately to guidance and instructional feedback	1	2	3	4	C/J
Showed willingness to correct errors and deficiencies	1	2	3	4	C/J
Demonstrated appropriate understanding of the roles taken by different members of the healthcare team	1	2	3	4	C/J
Attentively considered what others had to say	1	2	3	4	C/J
Demonstrated the ability to conduct self-evaluation by recognizing limitations and requesting assistance when necessary	1	2	3	4	C/J
Anticipated problems and took a proactive approach to problem-solving	1	2	3	4	C/J
Demonstrated skill, initiative and capability as a leader	1	2	3	4	C/J

FOR CLINICIAN EVALUATORS

Please Assess the Resident's Basic Clinical Skills: Check one

LOW	AVERAGE	SUPERIOR
Repeatedly makes errors in clinical management and/or surgical skills. Orders and work-ups are often incomplete. Regularly omits important information.	Occasionally makes minor errors. Infrequently makes major errors. Sometimes omits important information. Orders and work-ups are usually complete.	Rarely makes major or minor errors. Work-ups and orders are extremely thorough and complete. I rarely have to check up on his/her work.

