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

Displayed a positive appearance in dress and personal hygiene

Was sensitive to patients’ immediate physical and emotional needs; established good rapport with patients and their families

Provided equitable care regardless of patient culture, race or socio-economic status

Did not display signs of moodiness, confusion, drowsiness, fatigue or impairment due to drugs or alcohol

Demonstrated the qualities I want/expect in my own physician

**Competency:** Practice-Based Learning & Improvement

Accepted responsibility for mistakes and/or failures

Responded appropriately to guidance and instructional feedback

Showed willingness to correct errors and deficiencies

Demonstrated appropriate understanding of the roles taken by different members of the healthcare team

Attentively considered what others had to say

Demonstrated the ability to conduct self-evaluation by recognizing limitations and requesting assistance when necessary

Anticipated problems and took a proactive approach to problem-solving

Demonstrated skill, initiative and capability as a leader

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**FOR CLINICIAN EVALUATORS**

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

<table>
<thead>
<tr>
<th>LOW</th>
<th>AVERAGE</th>
<th>SUPERIOR</th>
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<td>Repeatedly makes errors in clinical management and/or surgical skills. Orders and work-ups are often incomplete. Regularly omits important information.</td>
<td>Occasionally makes minor errors. Infrequently makes major errors. Sometimes omits important information. Orders and work-ups are usually complete.</td>
<td>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.</td>
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