



# OMAN MEDICAL SPECIALTY BOARD

## MULTISOURCE FEEDBACK (360-DEGREE EVALUATION)

Name of Trainee: .....

GFP #: .....

Specialty: .....

Trainee Level: .....

Rotation:.....

Please check one of the following titles:

- ☐ Consultant
 ☐ Trainer
 ☐ House Officer
 ☐ Resident
 ☐ Patient  
☐ Allied Health Professional
 ☐ Nurse
 ☐ Clerical or Secretarial Staff
 ☐ Self-Assessment
 ☐ Others: .....

(please specify)

CRITERIA		Unsatisfactory 1	Below Expectations 2	Meets Expectations 3	Exceeds Expectations 4	Not Applicable N/A
1	Attitude to <b>staff</b> : Respects and values contributions of other members of the team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Attitude to <b>patients</b> : Respects the rights, choices, beliefs, and confidentiality of patients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Reliability and Punctuality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Communication Skills: Communicates effectively with patients and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Communication Skills: Communicates effectively with healthcare professionals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Honesty and Integrity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Team Player Skills: Supportive and accepts appropriate responsibility; Approachable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Leadership Skills: Takes responsibility for own actions and actions of the team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Professional Development: Commitment to improving quality of service; keeps up-to-date with knowledge & skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OVERALL PERFORMANCE		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please circle one or more of the following words that you would use to describe the doctor:

Helpful	Aloof	Professional	Friendly	Sensitive
Over-familiar	Unhelpful	Uncommunicative	Approachable	Self-Interested
Knowledgeable	Arrogant	Insensitive	Disinterested	Keen
Punctual	Often late	Appropriately-dressed	Scruffy	Team Player
Assertive	Aggressive	Unsafe	Dependable	Enthusiastic
Cynical	Responsible	Critical	Short-tempered	Sincere
Frustrated	Cheerful	Disrespectful		

### COMMENTS/AREAS FOR IMPROVEMENT:

*E.g. The nurses noted that the Trainee had conflicts with Families. The clerk pointed that he does not response to page promptly.*

### AGREED ACTION:

Assessor's Name: ..... Signature: ..... Date: .....

Designation of Assessor: .....

## **SCALE**

### **1. Unsatisfactory**

Poor demonstration of professionalism and/or communication skills. Requires continuous supervision.

### **2. Below Expectations**

Inadequate demonstration of professionalism and/or communication skills. Requires frequent supervision.

### **3. Meets Expectations**

Effective demonstration of professionalism and/or communication skills.

Supervision needed for complex/difficult situations.

### **4. Exceeds Expectations**

Exemplary demonstration of professionalism and/or communication skills. Can practice independently.

### **NA**

Not applicable