



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 staff : 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 patients : 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