Background Information

The LSUHSC Clinical Neurophysiology Program uses a 360 Degree Evaluation system for residents. 360 Degree evaluation is a way of providing feedback about progress by placing the person to be evaluated at the "hub of the wheel" thus reflecting the center from all sides.

This process provides a full-circle view of resident skills and abilities by gathering information from various perspectives: the individual and others (peers, supervisors, patients, and health care team members). This profile provides a more balanced overview than supervisor review alone.

A summary report will be compiled for review by the program director and yourself. It is intended that all feedback will assist you in tracking your perceptions of your progress and noting where improvement or adjustment is needed.

Your honest comments and ratings are extremely valuable to the process. Please rate yourself for the recent time period. Be realistic, honest, and direct. This is a formative evaluation process (one designed to provide feedback for improvement) not a summative one (designed for promotion or retention purposes).

Tips for Giving Useful Written Comments

- Useful comments give examples of specific behaviors. For example, “I’m unreliable” is not specific. A much more useful comment would be, “I was absent from two of our last three journal club sessions without letting anyone know in advance.”

- Ask yourself, “Will my comments guide me to improve?” Or, you may list the specific actions you wish to continue (that have provided success in the past).

- Consider stating the impact of the action you observed so consequences of behavior are realized. This helps with motivation to improve.

Example:

Benchmark: “Uses effective listening skills to elicit information”

Comment: “Needs some improvement here.” This is too vague.

Better comment: When I’m with a patient I sometimes feel that I’m not really listening because I’m so worried about how far behind I’m getting or because the patient is repeating things over and over. I might seem distracted. If the patient senses this, they may feel unimportant.”

It is especially important to take the time to enter narrative comments in the text boxes provided. The value of the 360-process is largely dependent on you and others being thoughtful, candid and, where appropriate, constructively critical.
COMPETENCY: COMMUNICATE EFFECTIVELY TO CREATE AND SUSTAIN A THERAPEUTIC RELATIONSHIP WITH PATIENTS AND FAMILIES
Knowledge/Skills/Attitudes Benchmarks

COMPETENCE IN INTERPERSONAL & COMMUNICATION SKILLS
Residents must be able to demonstrate interpersonal and communication skills that result in effective information exchange and teaming with patients, their families, and professional associates.

Score the following boxes as shown below to indicate how often you demonstrated the behavior.

Obtain historical information from appropriate individual (patient, caregiver, etc)

Make appropriate introductions and explain personnel roles

Respect privacy of patient/family by using various areas in facility for conversations, exams, etc

Use appropriate language that is at the proper developmental/educational level for the patient and/or caregivers/family members

One way that I can improve is

Remaining Characters: 5,000

COMPETENCY: WORK EFFECTIVELY WITH OTHERS AS A MEMBER OR LEADER OF A HEALTH CARE TEAM OR OTHER PROFESSIONAL GROUP.
Knowledge/Skills/Attitudes Benchmarks

I take the time to learn the names of others

I show respect to co-workers and provide information when needed

I facilitate team communication when in the role of team leader

I assume the role of consultant where appropriate
I provide constructive verbal and written feedback to other members of the health care team: 

1 = I rarely do this  2 = I do this sometimes (<25% of the time)  3 = I do this most of the time (50-75% of the time)  4 = I do this all the time (>75% of the time)  N/A

My medical records are thorough, readable, and done on time:

1 = I rarely do this  2 = I do this sometimes (<25% of the time)  3 = I do this most of the time (50-75% of the time)  4 = I do this all the time (>75% of the time)  N/A

One way that I can improve is

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Remaining Characters: 5,000

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