

Welcome, M'Liss Sella

Friday, June 22, 2007

[Main](#) > [Evaluations Menu](#) > [Manage Evaluations](#) > [View](#)

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## Evaluation Of Internal Medicine Resident V.3

*Evaluation of Resident Physician*

Resident Physician: **[First Name] [Last Name]**  
 Evaluation Period: **[99/99/9999] to [99/99/9999]**

Evaluator: **[First Name] [Last Name]**

### Core Competencies

#### Interpersonal and Communication Skills

Does not establish even minimally effective therapeutic relationships with patients and families; does not demonstrate ability to build relationships through listening, narrative or nonverbal skills; does not provide education or counseling to patients, families, or colleagues.

Establishes a highly effective therapeutic relationship with patients and families; demonstrates excellent relationship building through listening, narrative and nonverbal skills; excellent education and counseling of patients, families, and colleagues; always "interpersonally" engaged.

Unsatisfactory

Satisfactory

Superior

1 2 3

4 5 6

7 8 9

No Interaction

Marginal

#### Medical Knowledge

Limited knowledge of basic and clinical sciences; minimal interest in learning; does not understand complex relations, mechanisms of disease.			Exceptional knowledge of basic and clinical sciences; highly resourceful development of knowledge; comprehensive understanding of complex relationships, mechanisms of disease.					
Unsatisfactory			Satisfactory			Superior		
1	2	3	4	5	6	7	8	9
No Interaction			<input type="checkbox"/>	Marginal				

**Patient Care** 

Incomplete, inaccurate medical interviews, physical examinations, and review of other data; incompetent performance of essential procedures; fails to analyze clinical data and consider patient preferences when making medical decisions.			Superb, accurate, comprehensive medical interviews, physical examinations, review of other data, and procedural skills; always makes diagnostic and therapeutic decisions based on available evidence, sound judgment, and patient preferences.					
Unsatisfactory			Satisfactory			Superior		
1	2	3	4	5	6	7	8	9
No Interaction			<input type="checkbox"/>	Marginal				

**Practice-Based Learning and Improvement** 

Fails to perform self-evaluation, lacks insight, initiative, resists or ignores feedback, fails to use information technology to enhance patient care or pursue self-improvement.			Constantly evaluates own performance, incorporates feedback into improvement activities, effectively uses technology to manage information for patient care and self-improvement.					
Unsatisfactory			Satisfactory			Superior		
1	2	3	4	5	6	7	8	9
No Interaction			<input type="checkbox"/>	Marginal				

**Professionalism** 

Lacks respect, compassion, integrity, honesty; disregards need for self-assessment; fails to acknowledge errors; does not consider needs of patients, families, colleagues; does not display responsible behavior.

Always demonstrates respect, compassion, integrity, honesty; teaches/role models responsible behavior; total commitment to self-assessment; willingly acknowledges errors; always considers needs of patients, families, colleagues.

Unsatisfactory

Satisfactory

Superior

1 2 3

4 5 6

7 8 9

No Interaction

Marginal

### System-Based Practices

Unable to access/mobilize outside resources; actively resists efforts to improve systems of care; does not use systematic approaches to reduce error and improve patient care.

Effectively accesses/utilizes outside resources; effectively uses systematic approaches to reduce errors and improve patient care; enthusiastically assists in developing systems' improvement.

Unsatisfactory

Satisfactory

Superior

1 2 3

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7 8 9

No Interaction

Marginal

## Secondary Competencies

### Overall/Summary

Were the written objectives reviewed with the resident at the beginning of the rotation?

Was this evaluation discussed face to face with the resident?

Resident's overall clinical competence in rotation.

Resident's overall clinical competence in rotation.

Unsatisfactory

Satisfactory

Superior

1 2 3

4 5 6

7 8 9

No Interaction

Marginal

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