

SUMMATIVE EVALUATION OF COMPETENCIES
Global Resident Competency Rating Form

Resident's Name: _____

Program Director Signature: _____ Date: _____

Please circle the number corresponding to the resident's performance in each area.

Unsatisfactory = Several behaviors performed poorly or missed (ratings 1, 2, or 3)

Satisfactory = Most behaviors performed acceptably (ratings 4, 5, or 6); satisfactory performance is described below

Superior = All behaviors performed very well (ratings 7, 8, or 9)

	<u>UNSATISFACTORY</u>	<u>SATISFACTORY</u>	<u>SUPERIOR</u>
Professionalism			
1. Demonstrates integrity and ethical behavior; Accepts responsibility and follows through on tasks	1 2 3	4 5 6	7 8 9
	Takes responsibility for actions willingly; admits mistakes; puts patient needs above own interests; recognizes & addresses ethical dilemmas & conflicts of interest; maintains patient confidentiality; is industrious & dependable; completes tasks carefully & thoroughly; responds to requests in a helpful & prompt manner		
2. Practices within the scope of his/her abilities	1 2 3	4 5 6	7 8 9
	Recognizes limits of his/her abilities; asks for help when needed; refers patients when appropriate; exercises authority accorded by position and /or experience		
3. Demonstrates care and concern for patients and their families regardless of age, gender, ethnicity or sexual orientation; Responds to each patient's unique characteristics and needs	1 2 3	4 5 6	7 8 9
	Responds appropriately to patient & family emotions; establishes rapport; provides reassurance; is respectful & considerate; does not rush; is sensitive to issues related to each patient's culture, age, gender & disabilities; provides equitable care regardless of patient culture or socioeconomic status		
Interpersonal & Communication Skills			
4. Communicates effectively with patients and their families	1 2 3	4 5 6	7 8 9
	Allows patient to tell his/her own story; listens attentively; uses non technical language when explaining & counseling; involves patient or family in decision-making; encourages questions & checks for understanding; demonstrates ability to counsel patient and obtain informed consent		
5. Communicates effectively with other healthcare professionals	1 2 3	4 5 6	7 8 9
	Maintains complete & legible medical records; writes clear & concise consultation reports & referral letters; makes organized & concise presentations of patient information; gives clear & well-prepared presentations		
6. Works effectively with other members of healthcare team	1 2 3	4 5 6	7 8 9
	Demonstrates courtesy to and consideration of consultants, therapists, & other team members; invites others to share their knowledge & opinions; makes requests not demands; negotiates & compromises when disagreements occur; handles conflict constructively		
Medical Knowledge			
7. Demonstrates basic science and up-to-date clinical knowledge	1 2 3	4 5 6	7 8 9
	Is able to identify & discuss pathophysiology of disease processes; can intelligently discuss diagnosis; evaluation & treatment of medical disorders; understands rationale for varied approaches to clinical problems; seeks new information by searching the literature & asking questions; cites recent literature when appropriate; asks knowledgeable & well-informed questions		
8. Uses knowledge & analytical thinking to address clinical questions	1 2 3	4 5 6	7 8 9
	Uses effective problem solving techniques; demonstrates sound clinical judgment; applies analytical approach to clinical situations		

	<u>UNSATISFACTORY</u>			<u>SATISFACTORY</u>			<u>SUPERIOR</u>		
	1	2	3	4	5	6	7	8	9
9. Understands concepts of Quality Improvement and integrates									
	Compares own outcomes to accepted guidelines & national or peer data; reflects on critical incidents to identify strengths & weaknesses; monitors effects of practice changes & improvements.								
10. Critically evaluates scientific literature and applies to clinical practice									
	Determines how learning deficits or weaknesses can be addressed; seeks feedback; does extra reading & practice when needed; seeks information from the literature; critically appraises research evidence for applicability to patient care; uses information technology (IT) resources to aid learning.								
11. Implements improvement activities									
	Changes practice patterns & other behaviors in response to feedback; applies new skills or knowledge to patient care; tailors research evidence to care of individual patients; uses IT to improve patient care.								
12. Facilitates the learning of others									
	Explains clinical reasoning & procedures to colleagues; provides clinically useful information in response to learner questions; directs learners to useful resources.								
Patient Care									
13. Demonstrates comprehensive assessment and management									
	Obtains complete & accurate patient histories; performs thorough & appropriate physical exams; orders appropriate laboratory & radiological tests; integrates information meaningfully & coherently; generates appropriate differential diagnosis.								
14. Assesses problems and provides the ongoing management of patients									
	Develops appropriate evaluation & treatment plan for patients; anticipates patient needs; effectively identifies & manages clinical problems; writes clear & appropriate plans; and arranges follow-up visits.								
15. Makes informed diagnostic and therapeutic decisions.									
	Synthesizes evidence in making a diagnosis and subsequent therapeutic decisions; utilizes subspecialty consultation appropriately; identifies available resources to support decision; works collaboratively with consultants to ensure timely diagnostic/therapeutic interventions.								
16. Responds appropriately to the emergency clinical problems									
	Quickly responds to changing clinical situations; initiates appropriate interventions; utilizes consultants to ensure appropriate clinical response.								
17. Demonstrates procedural skills appropriate to level of training									
	Demonstrates appropriate manual technique and dexterity in performing procedures; shows appropriate confidence and proficiency with all technical aspects of the procedure; in performing a procedure, demonstrates awareness of the indications, contraindications and complications of the procedure.								
Systems-based Practice									
18. Provides cost-conscious effective medical care									
	Considers costs and benefits of tests & treatments; adheres to established patient care pathways; does not order unnecessary tests.								
19. Works to promote patient safety									
	Identifies system causes of medical error; anticipates & responds to patient care problems; adheres to protocols that ensure patient safety; accepts input from the patient care team.								
20. Coordinates care with other Healthcare providers									
	Obtains consultation when needed; communicates with other providers; resolves differences in treatment plans; reconciles contradictory advice; Assures patient awareness of available care options; makes appropriate referrals; assists with arrangements & follow-up to ensure appropriate care.								

COMMENTS (write on the other side if needed)