

# Resident Performance Evaluation

|                          |                  |                         |
|--------------------------|------------------|-------------------------|
| <b>Resident's Name:</b>  | <b>Rotation:</b> |                         |
| <b>Evaluator's Name:</b> | <b>Month:</b>    | <b>Evaluation Date:</b> |

*Please evaluate the resident's performance for each component of clinical competence. Circle the rating which best describes the resident's skills and abilities. Use as your phrases and/or providing separate comment on the reverse side. For any component that needs attention or you are unable to judge due to insufficient contact with the resident, please check appropriate category. A rating of 4 is defined as "marginal" and conveys the expectation that with remediation the resident will meet the standards of Board certification. Be as specific as possible, including reports of critical incidents. Global objectives or remarks, such as "good resident", do not provide as meaningful feedback to the resident as specific comments.*

## 1. MEDICAL KNOWLEDGE

Limited knowledge of basic and clinical sciences; cannot explain mechanisms of disease; anecdotal, formulaic, close-minded, derivative approach to care; minimal interest in reading

Unsatisfactory      Satisfactory      Superior  
 1 2 3      4 5 6      7 8 9

Evidence-based, open-minded approach to care, tailored to each patient/setting; highly resourceful development of knowledge; immediate recognition of complex relationships and development of unifying diagnoses

- Insufficient contact to judge.  
 Needs attention. Specify:

\_\_\_\_\_

## 2. PATIENT CARE

### *Clinical Skills*

Incomplete, inaccurate medical interviews, physical examinations; poor procedural skills and rationale; incomplete review and summary of other data sources

Unsatisfactory      Satisfactory      Superior  
 1 2 3      4 5 6      7 8 9

Always gathers accurate and appropriate information from interviews, examinations and other data sources; stellar procedural skills and rationale

- Insufficient contact to judge.  
 Needs attention. Specify:

\_\_\_\_\_

### *Patient Management Skills*

Fails to analyze clinical data to make

Unsatisfactory      Satisfactory      Superior  
 1 2 3      4 5 6      7 8 9

Always analyzes available information to

medical decisions; poor clinical judgment; ignores valid medical evidence and patient preferences in medical decisions

make diagnostic, therapeutic decisions based upon sound clinical judgment, best available evidence, and patient preferences

- Insufficient contact to judge.
- Needs attention. Specify:

**3. PRACTICE-BASED LEARNING**

Fails to perform self-evaluation; lacks insight, intellectual curiosity, initiative; resists or ignores feedback; fails to use information technology to enhance patient care or pursue self-improvement.

Unsatisfactory    Satisfactory    Superior  
1 2 3    4 5 6    7 8 9

Constantly evaluated own performance; actively used practiced-based data to improve care; incorporated feedback into improvement activities; maintains exemplary patient log; prospectively identifies errors and learning opportunities; efficiently uses technology to access and manage information

- Insufficient contact to judge.
- Needs attention. Specify:

**4. COMMUNICATIONS AND INTERPERSONAL SKILLS**

Poor listening, writing, non-verbal skills; unable to clearly explain complex problems; does not earn respect of peers; frequently unavailable to consult with patients, families, colleagues

Unsatisfactory    Satisfactory    Superior  
1 2 3    4 5 6    7 8 9

Behavior defines standard of interpersonal communication; viewed as role model by peers; always available to patients, families, colleagues; comprehensive, clear verbal and non-verbal communication

- Insufficient contact to judge.
- Needs attention. Specify:

**5. PROFESSIONALISM**

Lacks respect, compassion, integrity,

Unsatisfactory    Satisfactory    Superior

Always demonstrates respect, compassion,

honesty; insensitive to diversity; shirks responsibility; disregards need for self assessment; places self-interest above patients and society

1 2 3 4 5 6 7 8 9

integrity, honesty; teaches/role models responsible behavior; total commitment to self-assessment; willingly acknowledges errors; readily places needs of other above self interest

- Insufficient contact to judge.
- Needs attention. Specify:

**6. SYSTEM-BASED PRACTICE**

Unable to access/mobilize resources independently; uses care pathways indiscriminately; actively opposes efforts to improve systems of care

Unsatisfactory Satisfactory Superior  
1 2 3 4 5 6 7 8 9

Independently accesses/mobilizes outside resources; appropriately delegates resources; appropriately delegates resource management; efficiently uses clinical pathways; always avoids harmful diagnostic, therapeutic strategies; enthusiastically develops, implements systems improvement

- Insufficient contact to judge.
- Needs attention. Specify:

**7. OVERALL CLINICAL COMPETENCE AS A SPECIALIST IN NEUROLOGY**

Unsatisfactory  
1 2 3

Satisfactory  
4 5 6

Superior  
7 8 9

Comments:

Resident's Signature: \_\_\_\_\_

Evaluator's Signature: \_\_\_\_\_