

Evaluation Form



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**A6. Semiannual Staff Evaluation of Fellow**

Evaluator: \_\_\_\_\_

Evaluation of: \_\_\_\_\_

Date: \_\_\_\_\_

This evaluation is anonymous and confidential. Feedback to the fellow is useful for his/her professional development.

To achieve a level, the fellow must satisfy ALL the components on a consistent basis. If he/she achieves some, but not all, of the components of a particular level then choose the button between levels. Please include comments.

1. Works in inter-professional teams to enhance patient safety and improve patient care quality*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
	Seeks answers and responds to input only from physicians		Accepts input from non-physician professionals on the team but does not usually seek them out		Demonstrates awareness of the contributions of other health care professionals, seeks their input and is an excellent team player		Serves as a role model for others in interdisciplinary work and is an excellent team leader			

2. Works effectively as a member or leader of a health care team or other professional group*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
	Has limited participation in team discussion and passively follows the lead of others on the team		Interacts with appropriate team members to accomplish assignments and actively works to integrate into team function to meet expectations		Is seen by others as an integral part of the team, sometimes offers feedback and suggestions for performance improvement to other team members and adapts and shifts roles and responsibilities as needed		Initiates problem-solving, takes on leadership roles, frequently provides feedback to other team members, and makes sure the job gets done		Creates a high-functioning team de novo or joins a poorly functioning team and facilitates improvement, such that team goals are met	

3. Demonstrates high standards of ethical behavior which includes maintaining appropriate professional boundaries*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	N/A
	Has repeated lapses in professional conduct and often does not meet		Has lapses in professional conduct under conditions of stress or fatigue		Almost always conducts interactions with a professional mindset, sense of duty		Demonstrates an in depth understanding of professionalism and helps other team members		Maintains high ethical standards across settings and circumstances and is	

responsibility to patient, peers and/or the program				and accountability		and colleagues with issues of professionalism		regarded as a role model of professional conduct	
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4. Demonstrate humanism, compassion, integrity, and respect for others based on the characteristics of an empathetic practitioner\*

									N/A
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interacts with patients and families in a way that is detached or not sensitive to their needs		Tries to meet patient needs in select circumstances (ie tragic circumstances)		Meets patients' needs regularly with kindness and compassion		Goes above and beyond in response to patients' needs		Proactively advocates for individual patients, families and groups of children	

5. Comments (please include examples)

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