

DEPARTMENT OF INTERNAL MEDICINE
RESIDENT/FELLOW SELF-ASSESSMENT

Please complete this self-assessment for the preceding six-month time period. It is designed to help you identify your strengths and weaknesses and subsequently establish goals on how to improve your learning and patient care. The self-assessment will be discussed with the Program Director at your upcoming semiannual review. Negative self-assessments will not reflect poorly upon your formal evaluation and for this reason, your honest answers are expected.

Name: _____

Year in Training: _____

Date: _____

For each of the following ACGME core competencies, please rate yourself using the following scale:

1 = Area where I know that I need improvement

2 = Area where I think that I need improvement

3 = Area where I think that I perform adequately

4 = Area where I think that I am above average

5 = Area where I think that I am very skilled

PATIENT CARE – Residents must be able to provide patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.

“I always . . .”

___ Obtain a complete medical database via history and physical examination

___ Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences

___ Make informed decisions about diagnostic and therapeutic interventions based on up to date scientific evidence

___ Work with other health care professionals, including those from other disciplines, to provide patient-focused care

___ Involve the patient and patient’s family in decisions regarding care

___ Communicate clearly with the patient and the patient’s family

___ Teach the patient and their family about their diagnosis, treatment, and discharge plans

___ Demonstrate empathetic and caring behavior to the patient and patient’s family

___ Triage patient effectively and efficiently

___ Respond responsibly and appropriately to emergencies

___ Reassess and evaluate ongoing treatment

MEDICAL KNOWLEDGE – Residents must demonstrate knowledge about established and evolving biomedical, clinical, and cognate (e.g. epidemiological and social-behavioral) sciences and the application of this knowledge to patient care.

“I am comfortable with . . .”

- My knowledge about relevant medical illnesses
- My ability to generate a complete differential diagnosis
- My understanding of basic epidemiologic principles and their application to clinical medicine

“I recognize . . .”

- My own limitations in medical knowledge and seek consultation when appropriate
- My own limitations in procedural skills and seek consultation when appropriate

Are there specific disease states or syndromes (Breast Cancer, CHF, Asthma, etc...) where you are less comfortable with diagnosis and treatment?

PRACTICE-BASED LEARNING AND IMPROVEMENT – Residents must be able to investigate and evaluate their patient care practices and appraise and assimilate scientific evidence to improve their patient care practices.

“I am able to, and frequently do . . .”

- Analyze feedback and my patient care experiences to make improvements in patient care
- Use evidence-based medicine as it relates to my patients condition and diagnosis
- Consult the medical literature (web-based resources and reference materials) to support my education and improve patient care
- Assist in the education of medical students
- Assist in the education of my physician colleagues
- Assist in the education of other health care professionals (nursing, ancillary staff, etc...)
- Apply knowledge of study designs and statistical methods when reviewing scientific studies

INTERPERSONAL AND COMMUNICATION SKILLS – Residents must be able to demonstrate interpersonal and communication skills that result in the effective exchange of information between patients, their families, and professional associates.

“I make a concerted effort to . . .”

- Create a personal relationship with every patient
- Communicate the diagnosis, treatment outcomes and expected course at each patient encounter
- Use effective nonverbal and listening skills in every patient encounter
- Communicate with patients and their families in a timely manner
- Communicate in a respectful manner to all professional colleagues, ancillary staff, and hospital/clinic personnel
- Complete written and electronic communication that is comprehensive, timely, legible, and easy to follow

PROFESSIONALISM – Residents must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population while maintaining a professional relationship with all members of the patient care team.

“At all times I demonstrate . . .”

- Respect, compassion, and integrity for my patients
- Commitment to ethical principles
- Responsiveness to the needs of my patients and their families
- Commitment to maintaining confidentiality and obtaining informed consent
- Sensitivity and responsiveness to patients’ culture, age, gender, and disabilities
- Accountability to the needs of society
- Accountability to the needs of the profession
- Commitment to excellence

“At all times I . . .”

- Identify myself to patients and their families
- Am well-groomed and wear professional attire (including name badge)
- Respond to pages and inquiries in a timely manner
- Complete duties necessary to my training and patient care (evaluations, time sheets, dictations, signatures, medical records, etc.) in an honest and timely manner

SYSTEMS-BASED PRACTICE – Residents must demonstrate an awareness of and responsiveness to the larger context and system of health care and the ability to effectively call on system resources to provide care that is of optimal value.

“At every opportunity, I . . .”

___ Consider how my practices affect other health care professionals and the hospital system

___ Consider how my practices affect the society as a whole

___ Practice cost-effective care and resource allocation (including my own time) that does not compromise quality of care

___ Communicate with other health care professionals (Social workers, Dietary, PT, OT, etc.) and assist them with their role in patient care

___ Assist patients in managing the complexities of the health care system

___ Look for ways to improve our system of health care

After having completed the self-assessment, what would you identify as your strengths?

- 1.
- 2.
- 3.

What would you identify as your areas for improvement?

- 1.
- 2.
- 3.

Please list three specific learning objectives and goals to work over the next six months:

- 1.
- 2.
- 3.

Comments:

Feedback on the Program (detach from above)

Please give the following questions some thought, and come prepared to discuss. Be as specific as possible. Repeat feedback that you have given in the past if it is still valid. Comment on both large and small issues. You may also print off the form, and return it anonymously, at your convenience.

What are the strengths of the training program and why?

What are the areas that should be improved and why?

What should we try to change to allow you to do a better job of learning, teaching and caring for patients?