

INTERNAL MEDICINE RESIDENT EVALUATION FORM

Evaluator's Name: _____

Subject: _____

In evaluating the resident's performance, use as your standard the level of knowledge, skills and attitudes expected from the clearly satisfactory resident at this stage of training. For any component that needs attention or is rated a 4 or less, please provide specific comments and recommendations. Be as specific as possible, including reports of critical incidents and/or outstanding performance. Global adjectives or remarks, such as "good resident," do not provide meaningful feedback to the resident.

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	3	5	7	Insufficient contact to judge
○	○	○	○	○	○	○	○

Comments:

Performance needs attention.

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	3	5	7	Insufficient contact to judge
○	○	○	○	○	○	○	○

Comments:

Performance needs attention

PRACTICE-BASED LEARNING 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

3

5

7

Insufficient contact to judge

Comments:

Performance needs attention

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

3

5

7

Insufficient contact to judge

Comments:

Performance needs attention

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			Insufficient contact to judge
1	2	3	4	3	5	7	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

Performance needs attention

SYSTEM-BASED LEARNING

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			Insufficient contact to judge
1	2	3	4	3	5	7	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments:

Performance needs attention

OVERALL

Resident's overall clinical competence in Internal Medicine on Rotation.

Unsatisfactory		Satisfactory		Superior			Insufficient contact to judge
1	2	3	4	3	5	7	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Attending Physician's Comments:

Performance needs attention