



**Ohio State University
Internal Medicine - Pulmonary Diseases/Critical Care**

Subject:
Evaluator:
Site:
Period:
Dates of Rotation:
Rotation: Clinic
Form: Clinic Personnel Evaluation Fellow

Does this fellow earn trust and demonstrate integrity? (Question 1 of 7 - Mandatory)

N/A	Distrusted by peers/colleagues; Puts his/her interests ahead of others; Unreliable, Lazy; Knowingly superficial with evaluations	Generally earns trust of others; Usually reliable	Always demonstrates superior integrity; Always puts patients' interests first; Reliably follows through on commitments; Recognized by peers as having superior integrity		
0	1	2	3	4	5

Does this fellow demonstrate a supportive, collaborative, and tolerant attitude in the clinic? (Question 2 of 7 - Mandatory)

N/A	Appears bitter and cynical; Blames others for his/her own mistakes; Encourages/partakes in poor attitudes and professional behaviors; (eg. racial, gender, ethnic slurs)	Does not partake in poor professional behaviors, but tolerates them in others; Usually has a healthy attitude Admits to some of his/her own mistakes	Widely viewed as a role model in this area; Actively curtails others' poor professional behaviors; Models behaviors that promote a professional atmosphere in the Intensive Care Unit; Reliably accepts responsibility for his/her own actions		
0	1	2	3	4	5

Does this fellow demonstrate effective leadership abilities? (Question 3 of 7 - Mandatory)

N/A	Wants others to adopt his/her style; Cares primarily about his/her own issues; Responds to stress with panic; Adversely affects the performance of others	Willing to use a team approach to patient care; Remains calm and even tempered while under stress; Able to lead when asked	Actively seeks optimal approach to patient care; Regularly capitalizes on people's strengths and helps them improve their weaknesses; Sincerely wants to see others succeed; Exemplary at handling stressful situations and takes steps to alleviate the stress of others; Others routinely look to him/her to lead		
0	1	2	3	4	5

Does this fellow act professionally with patients? (Question 4 of 7 - Mandatory)

N/A	Uses a patronizing/condescending tone when speaking with patients or families; Ignores patients' perspectives in favor of his/her own; Fails to recognize or respond to the psychosocial needs of the patient or family; Lacks compassion and/or empathy; Avoids patient/family contact	Pleasant and respectful with patients; Responds to families' needs for information and support; Answers questions when asked; Usually tolerant of different beliefs or values	Always respectful and seeks out opportunities to address patient/family questions and solicit their input; Strives to understand the patients' perspective and always respects their autonomy; Anticipates problems and takes steps to prevent them; Always tolerant of different beliefs/values; Regularly demonstrates sincere compassion and empathy; Strives to explain issues in terms the patients can understand		
0	1	2	3	4	5

Does this fellow interact well with other health care providers? (Question 5 of 7 - Mandatory)

N/A	Ignores concerns of others; routinely believes he/she knows more than others; Wants others to work around his/her timetable; Frequently disappears from ICU and routinely needs to be called to come to the ICU; Often fails to respond to pages and calls; Moody and often unapproachable	Usually listens to nurses/others' concerns; Generally punctual & respectful of others' time; Responds in an acceptable time to pages/calls; Demonstrates some flexibility in practise patterns	Regularly asks for nursing/others' input; Truly believes in and promotes collaborative patient care; Makes himself/herself readily available by responding to pages promptly and providing face time in the ICU; Always approachable		
0	1	2	3	4	5

Does this fellow exhibit systems-based learning? (Question 6 of 7 - Mandatory)

Unable to access/mobilize outside resources; resists efforts to improve systems of care; does not use systematic approaches to reduce error and improve patient care

effectively utilizes outside resources; Effectively uses systematic approaches to reduce errors and improve patient care enthusiastically assists in developing system's improvement

N/A

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Comments (Question 7 of 7)

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