

**MEDICAL UNIVERSITY OF SOUTH CAROLINA
GRADUATE MEDICAL EDUCATION COMMITTEE
RESIDENT TO RESIDENT ASSESSMENT FORM**

This form is designed to elicit your evaluation of the resident listed below. Please address this evaluation constructively. Your evaluation information will be provided to the residents using a "summary report" format to insure that your comments remain anonymous. Thank you for your time and effort.

Name of Resident being assessed: _____

Name of Resident completing form: _____

Department: _____

Date: _____

I. Basic Clinical Skills:

LOW	AVERAGE	SUPERIOR
Repeatedly makes errors in clinical management/surgical skills. Orders, work-ups often incomplete. Regularly omits important information	Occasionally makes minor errors. Infrequently makes major errors. Sometimes omits important information. Orders and work-ups usually complete.	Rarely makes major or minor errors. Work-ups and orders are extremely thorough and complete. Rarely have to check up on their work.

II. Conflict Resolution Skills:

LOW	AVERAGE	SUPERIOR
Rigid, unable to compromise, argumentative, avoids talking about issues/decisions. Involves others unnecessarily in matters that do not concern them.	Tends to involve chief, confronts individual most of the time. Somewhat flexible, able to discuss issues.	Addresses issues as they arise in a non-combative, relaxed manner. Straightforward and fair. Very good negotiator.

III. Reliability and Dependability:

LOW	AVERAGE	SUPERIOR
Fails to carry out duties and assignments, sometimes lies about completing assignments. Not adhering to standards of care. Conveys a lack of concern.	Completes most of the work – makes sure it all gets done, but passes a few assignments to others.	Gets work done all of the time. Always willing to assist others and take on additional assignments

Please Complete Other Side

IV. Personal Interaction Skills:

LOW	AVERAGE	SUPERIOR
Generally has difficulty interacting with others, abrupt, not pleasant to work with, abrasive, uncommunicative (hard to discuss matters with team).	Gets along with most people, but has difficulty with some groups (or individuals).	Communicates well with students, residents, staff, faculty and patients (across the board), likeable, friendly and caring.

V. Patient Care/Clinical Judgment:

LOW	AVERAGE	SUPERIOR
Often makes dangerous, poor or "risky" decisions. Makes repeated mistakes even after feedback. Others express no confidence or trust in their decisions or judgement.	Meets most of standards of care most of the time. Occasionally makes "questionable" decisions. Others express trust and confidence in their decisions..	Patient management decisions are consistently high. Meets and often exceeds standards of care. Others express extreme confidence in their decisions. Strong patient advocate.

VI. Attitude and Work Habits:

LOW	AVERAGE	SUPERIOR
Only interested in what they have to do. Rarely offers to help others, not a team player. Often late, fails to return pages, leaves before the work is done. Passes off work to others!	Almost always on time. Does what needs to be done – sometimes goes above and beyond. Helps out others occasionally. Dependable.	Always on time. Always ready for work – not a slacker. Helps out others when not busy. Very hard working. Very dependable.

VII. Descriptive Words (Please circle the word or words that best describe this resident):

- | | | | | |
|----------------|---------------|---------------|-------------|---------------|
| Abrasive | Conscientious | Impatient | Organized | Tactless |
| Apathetic | Considerate | Inconsiderate | Obnoxious | Undependable |
| Arrogant | Cooperative | Indifferent | Poised | Understanding |
| Attentive | Dependable | Inept | Resourceful | Unfriendly |
| Capable | Efficient | Intelligent | Rude | Unintelligent |
| Careless | Friendly | Irresponsible | Sarcastic | Unorganized |
| Clear-thinking | Honest | Logical | Sincere | Unscrupulous |
| Cocky | Immature | Mature | Tactful | Wise |

VIII. General Comments:
