



360 Degree Assessment

GP		Please return the form to:-
Date:		

Please circle the appropriate level of performance

Problem solving / making a diagnosis / management plans

1	2	3	4	5	6	7	8	9
Unable to make decisions, or even make a working diagnosis. Fails to involve patients in decision making. Unaware of own limits		Can make a sound diagnosis, and produce safe, appropriate management plans. Involves patients in decision making. Good recognition of own limits					Plus - shows intelligent interpretation of available data to form an effective hypothesis, understands the importance of probability in diagnosis	

Record keeping

1	2	3	4	5	6	7	8	9
Poor, confusing records. Inadequate, illegible		Clear records made in notes, medico-legally sound, others are able to understand					Records his/her information accurately and efficiently. Easy for others to follow	

Emergency Care

1	2	3	4	5	6	7	8	9
Does not respond to emergency calls, chaos and panic in emergency situations. Inability to do CPR and basic life support		Responds quickly to emergency calls, works well within team, appropriate management of situation. Proficient in CPR and basic life support					Shows ability in evaluating the emergency situation calmly and intelligently, establishes priorities correctly, organises assistance and treatment promptly	

Working within limits of competence

1	2	3	4	5	6	7	8	9
No self-confidence, seeks help all the time, does not make any decisions. Over-confidence in ability, with no insight to a level that may harm patients		Aware of own skill and competency level, seeks assistance appropriately					An able doctor with a clear understanding of own competency, but still seeks advice when appropriate	

Attitude to and relationship with patients

1	2	3	4	5	6	7	8	9
Discourteous, inconsiderate of patients views, dignity & privacy. Unable to reassure, subject of repeated complaints		Courteous & polite, communicates well with patients, shows appropriate level of emotional involvement in the patient and family. Respects privacy & dignity					Excellent bedside manner, able to anticipate patient's emotional and physical needs and plans to meet them. Explains clearly and checks understanding.	

Working with colleagues

1	2	3	4	5	6	7	8	9
Unable / refuses to communicate with colleagues. Can't work to common goal, selfish, inflexible		Listens to colleagues- accepts the views of others. Flexible- ability to change in the face of valid argument					Able to bring together views for a common goal. Team goal is put before personal agenda	

Probity: Has a responsible and professional attitude and approach to their work, in the following areas:

- Trustworthy
- Honesty
- Confidentiality
- Ethics
- Dress code
- Manners
- Punctuality
- Time management

1	2	3	4	5	6	7	8	9
Poor attitude / approach in above areas, possible concerns..... Fails to make care of patient first concern, own beliefs prejudice care, abuses position as a doctor		Reasonable attitude / approach in above areas, a good doctor					Excellent attitude / approach in above areas, a credit to the profession. Patient care is the priority	