

Bradley McCarthy 28 March 11

Part A: Self & Colleague Feedback Report

Please note all comments provided by yourself and colleagues are contained in a separate report entitled Part B: Comments Report.

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Introduction

This report is based on the Doctor 360° questionnaires completed by yourself and your colleagues.

Please download the Edgcumbe Doctor 360° Workbook to use alongside this report. You may download this from your account on the Doctor 360° online system. This will help you to interpret the feedback within the reports and to document the messages you take from them.

In this report your overall performance scores are presented on bar graphs comparing how you rated yourself to how your colleagues rated you. For each domain, your performance scores are broken down for each question, comparing your own rating with that of your peers, support/junior colleagues, our benchmark and percentile ranking.

The bar graphs also show the number of colleagues who rated each question and the range of ratings.

The feedback in this report will help you compare the standards of care you feel you deliver with how others perceive you. We recommend you ask your appraiser or counselling colleague to look through the report with you.

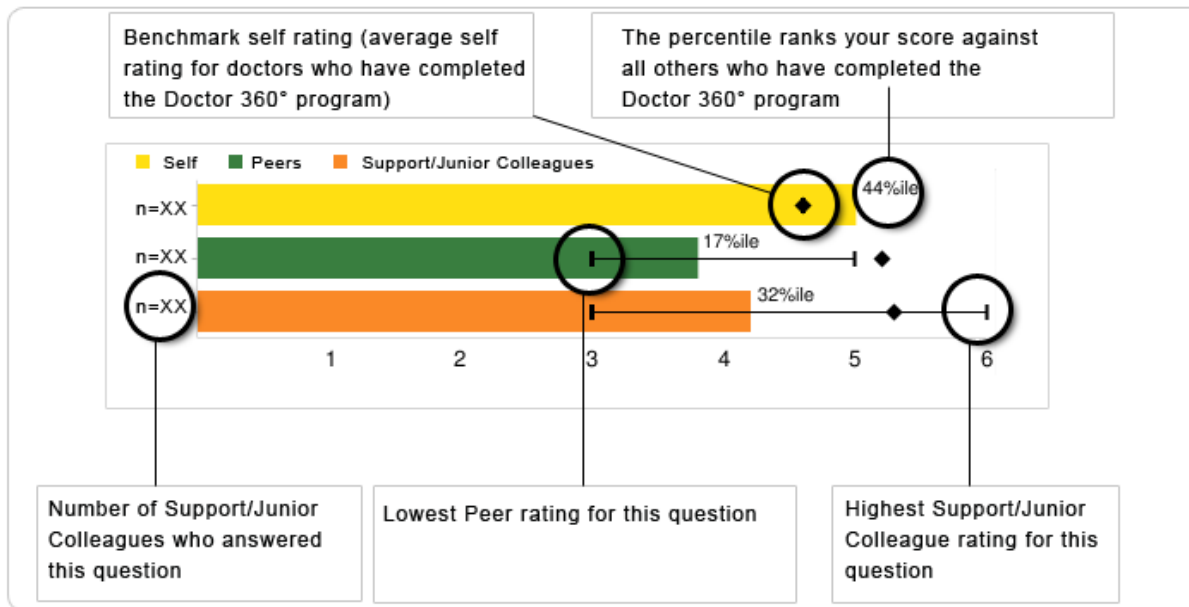
Understanding Your Report

Section 1 presents the ratings you gave yourself compared with the ratings from your colleagues for your overall effectiveness with regard to Knowledge, Skills and Performance; Safety and Quality; Communication, Partnership and Teamwork; and Maintaining Trust..

Each question was rated using the following scale:

- 6 => Extremely Effectively
- 5 => Very Effectively
- 4 => Effectively
- 3 => Mostly Effectively
- 2 => Partially Effectively
- 1 => Not Effectively
- C/C => Cannot Comment

Section 2 provides more detail on the ratings you received for each domain of questions. Below is an annotated example of the charts that appear in this section.



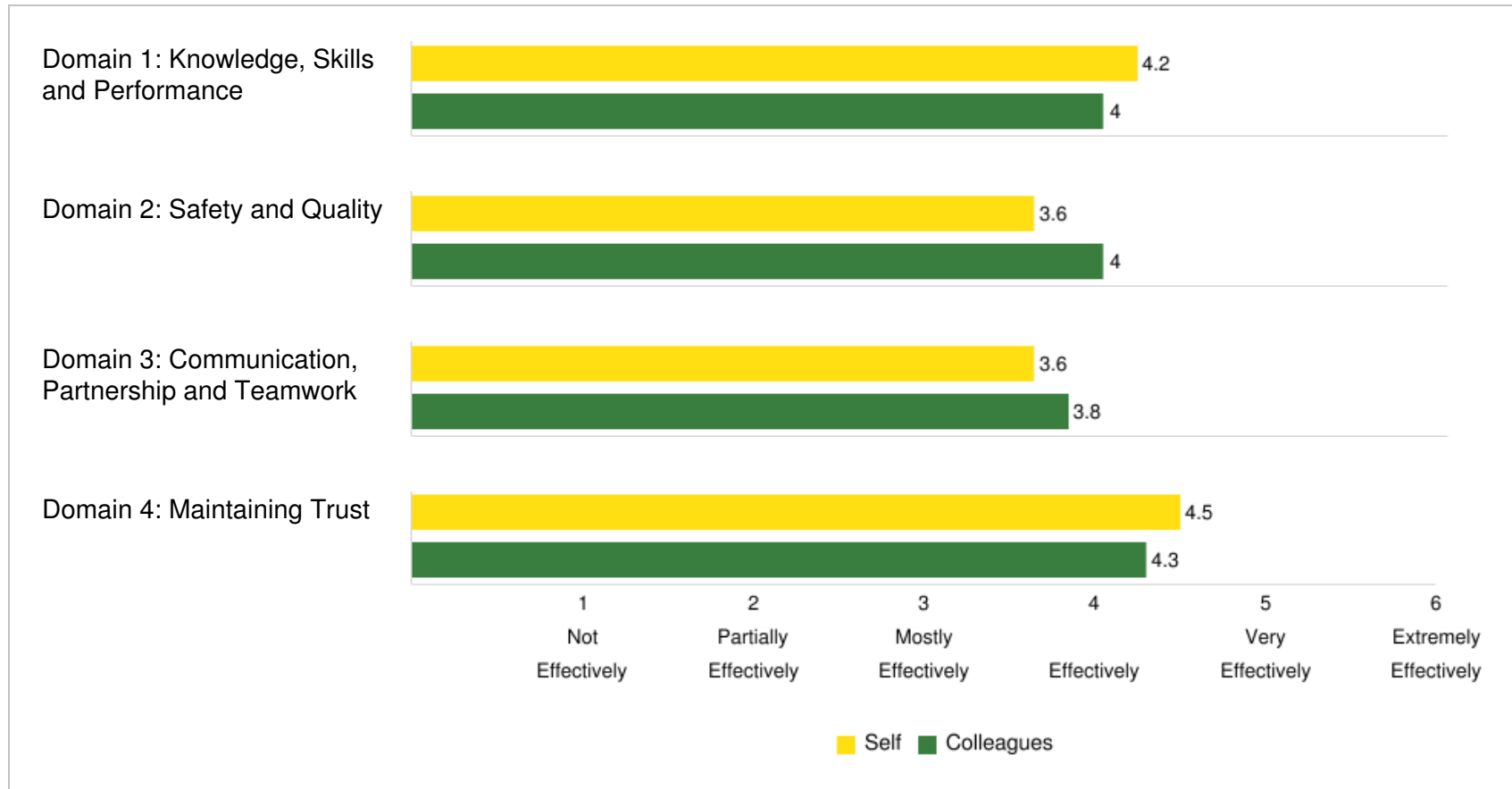
Benchmarks and Percentiles

Our standard benchmark and percentile scores are made up of general practice doctors, hospital doctors and their colleagues who have all completed the Edgecumbe Doctor 360° since February 2009. However, your Trust might have chosen to use one of our alternative benchmarks, for instance general practice doctors only, hospital doctors only, or a specialty benchmark. Please consult your Trust documentation to find out which benchmark is used in this report.

As an example of how to interpret a percentile score, if your score is in the 10%ile it means that only 10% of the population falls at this value or below.

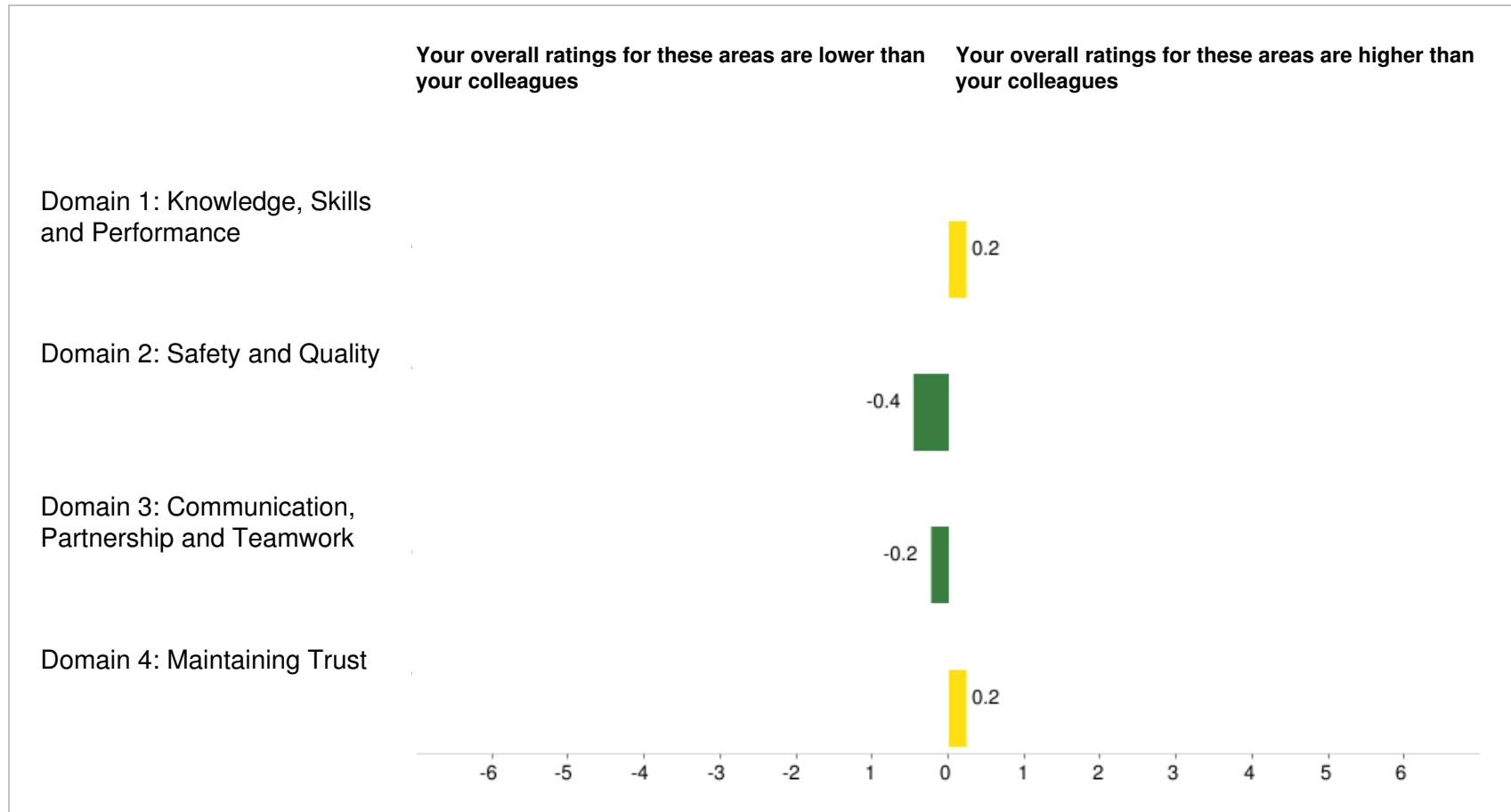
Overall Summary

Your self-ratings and your colleagues' ratings of your overall effectiveness with regard to Domain 1: Knowledge, Skills and Performance, Domain 2: Safety and Quality, Domain 3: Communication, Partnership and Teamwork, and Domain 4: Maintaining Trust



Perception Gap

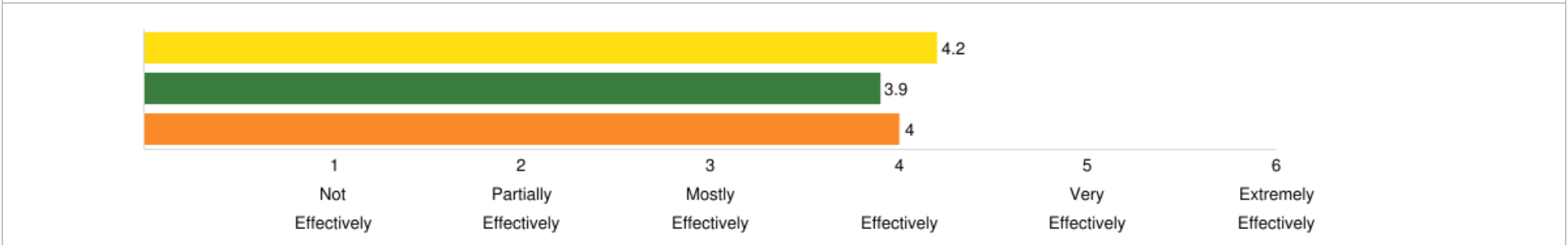
This chart shows the difference between your average self rating and your colleagues average rating within each domain of the questionnaire.



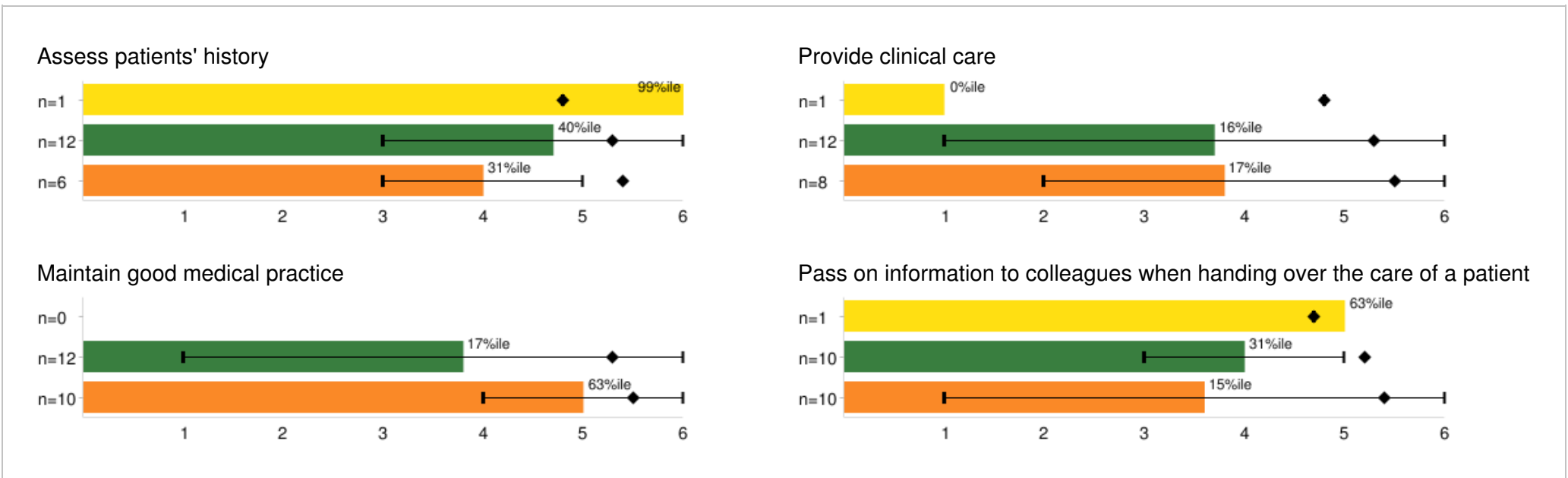
Domain 1: Knowledge, Skills and Performance

Summary of Domain

■ Self ■ Peers ■ Support / Junior Colleagues



How effectively do I...

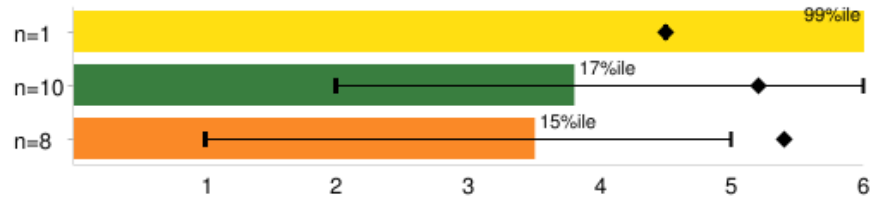


How effectively do I...

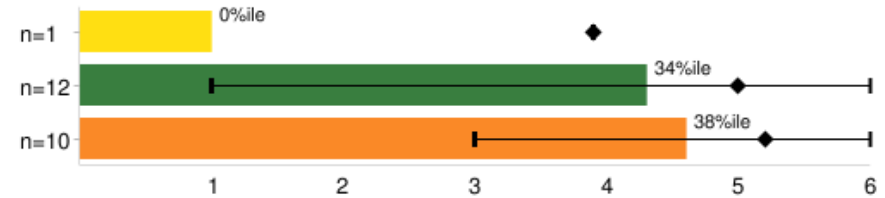
■ Self ■ Peers ■ Support / Junior Colleagues

1 2 3 4 5 6
 Not Partially Mostly 4 5 6
 Effectively Effectively Effectively Effectively Very Extremely
 Effectively Effectively Effectively Effectively Effectively Effectively

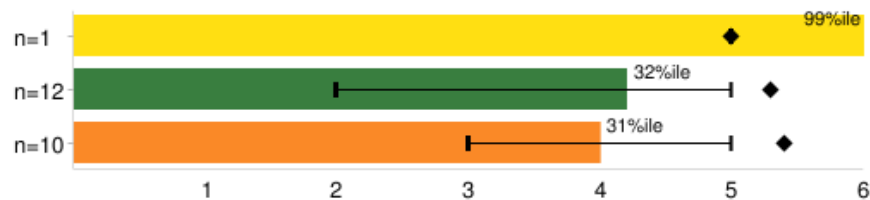
Apply the skills, attributes and practice of a competent teacher/trainer



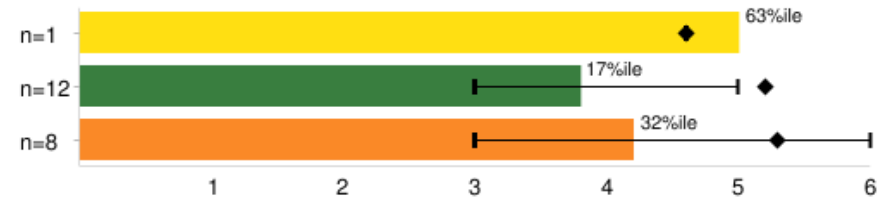
Take part in regular and systematic audit



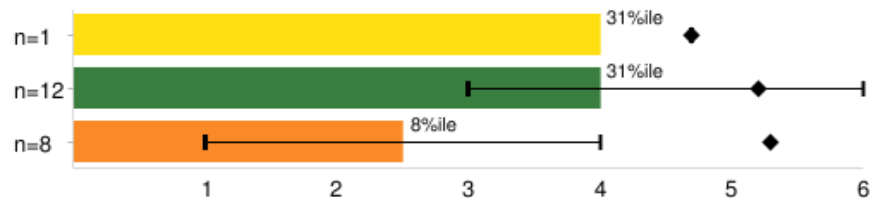
Consult colleagues, or refer patients to colleagues, when this is in the patient's best interests



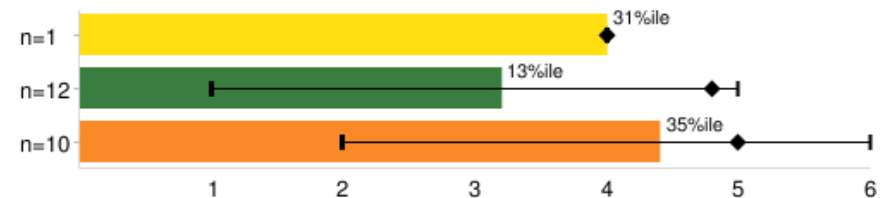
Support patients in caring for themselves



Keep patient records



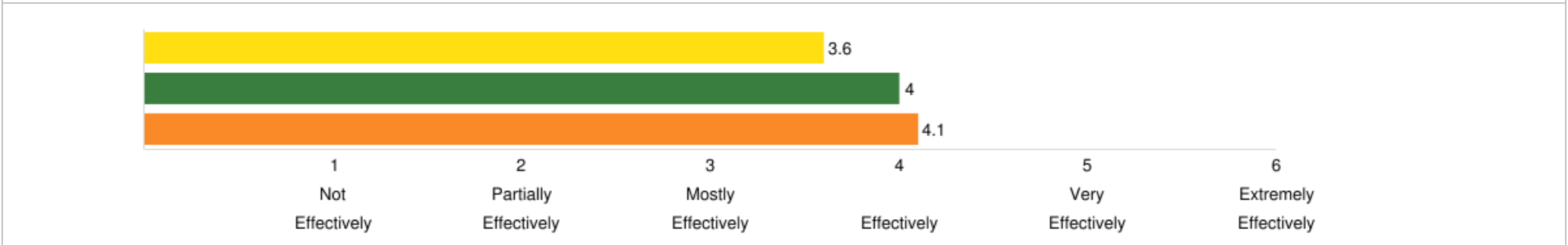
Work as a manager



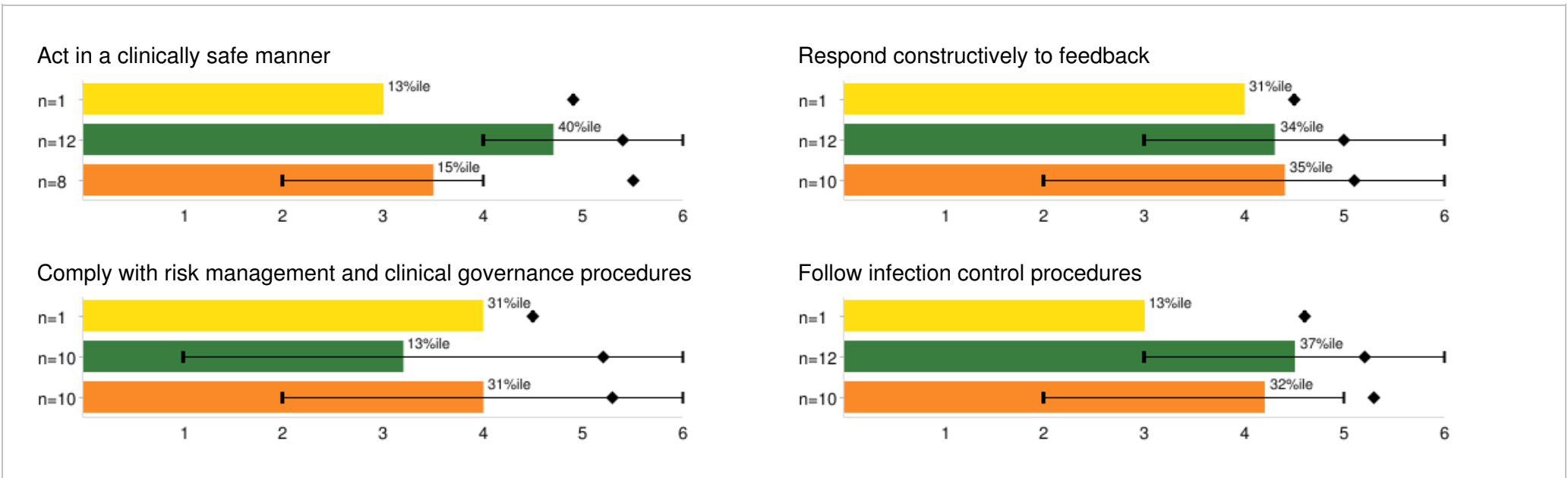
Domain 2: Safety and Quality

Summary of Domain

■ Self ■ Peers ■ Support / Junior Colleagues



How effectively do I...

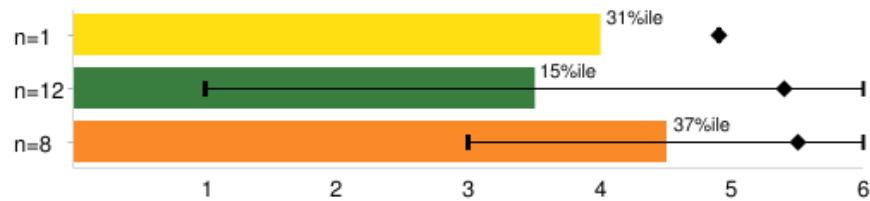


How effectively do I...

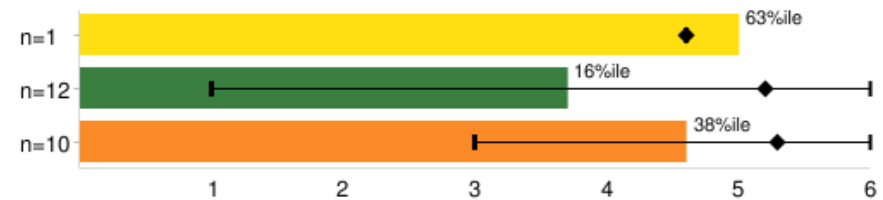
■ Self
 ■ Peers
 ■ Support / Junior Colleagues

1 Not Effectively
 2 Partially Effectively
 3 Mostly Effectively
 4 Effectively
 5 Very Effectively
 6 Extremely Effectively

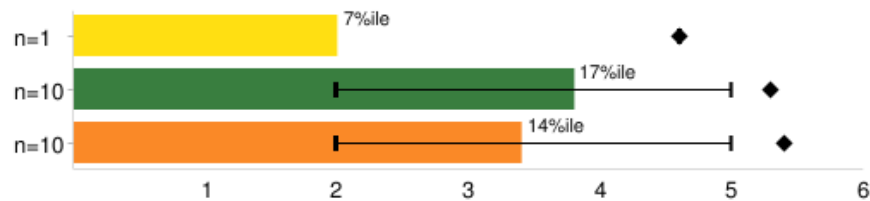
Take appropriate action when patients are at risk



Make sure that all staff for whose performance he/she is responsible are properly supervised



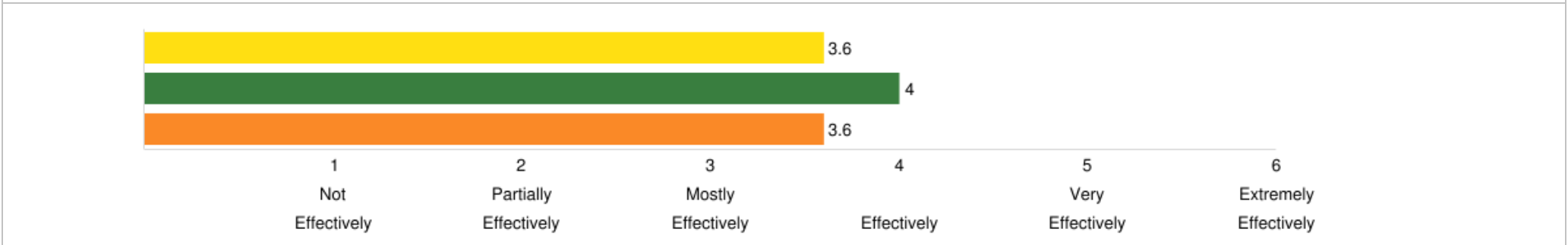
Safeguard the health and well-being of vulnerable people



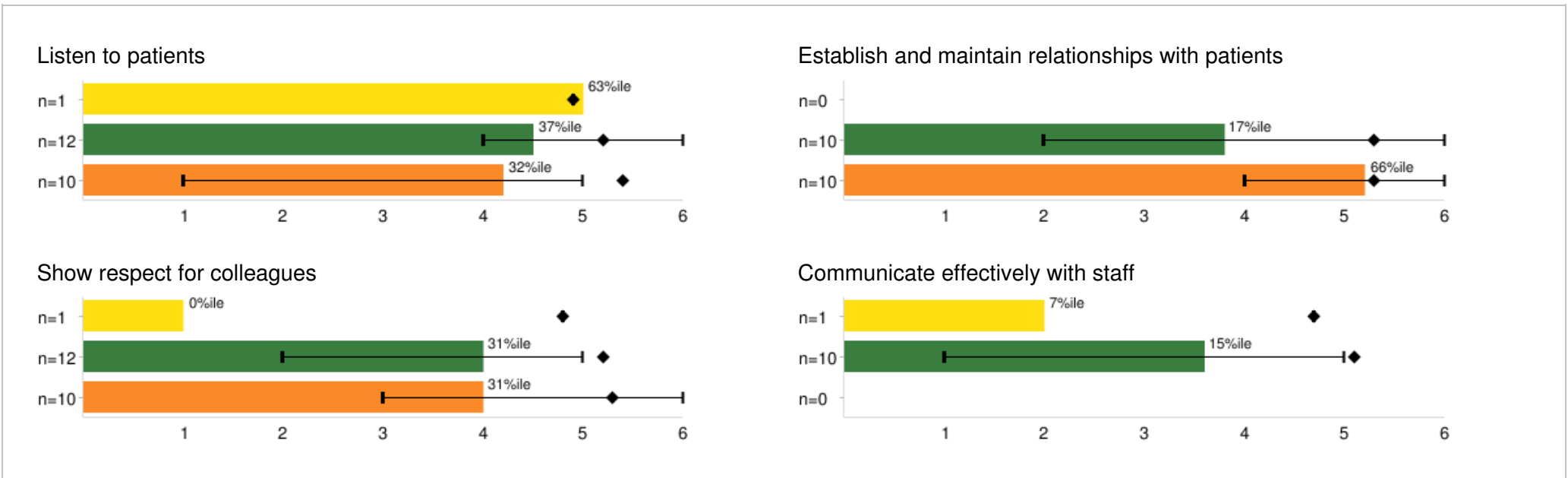
Domain 3: Communication, Partnership and Teamwork

Summary of Domain

■ Self ■ Peers ■ Support / Junior Colleagues



How effectively do I...

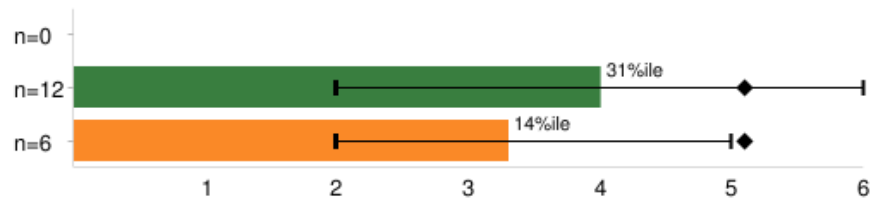


How effectively do I...

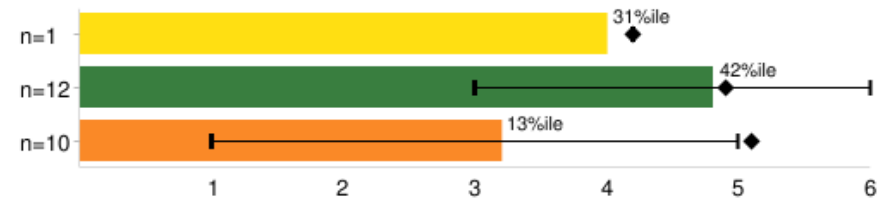
■ Self
 ■ Peers
 ■ Support / Junior Colleagues

1 Not Effectively
 2 Partially Effectively
 3 Mostly Effectively
 4 Effectively
 5 Very Effectively
 6 Extremely Effectively

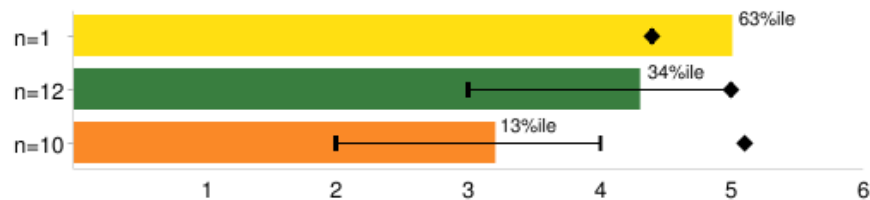
Give praise where appropriate



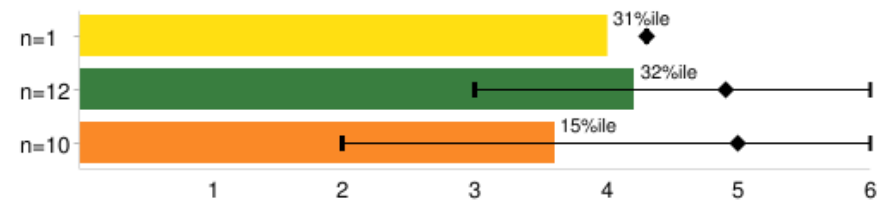
Provide effective leadership



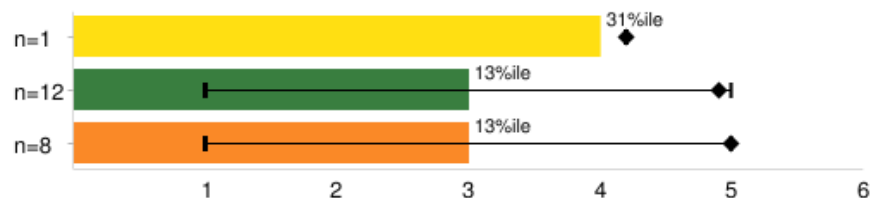
Encourage colleagues to contribute to discussions



Encourage colleagues to communicate effectively with one another



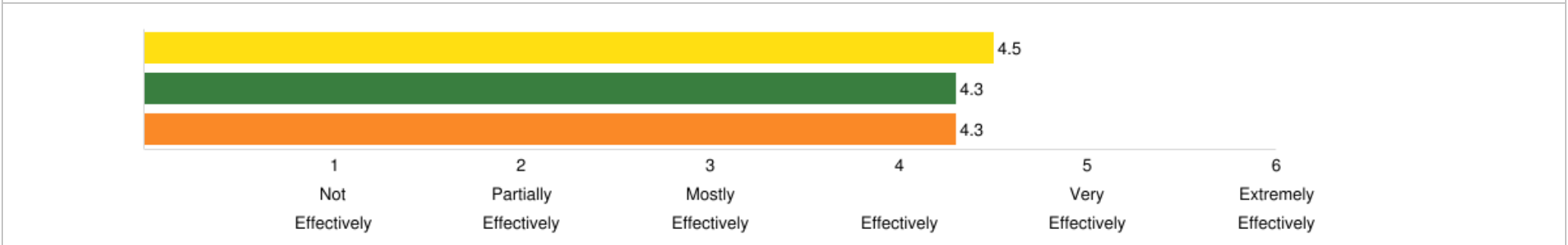
Cope with stress and pressure



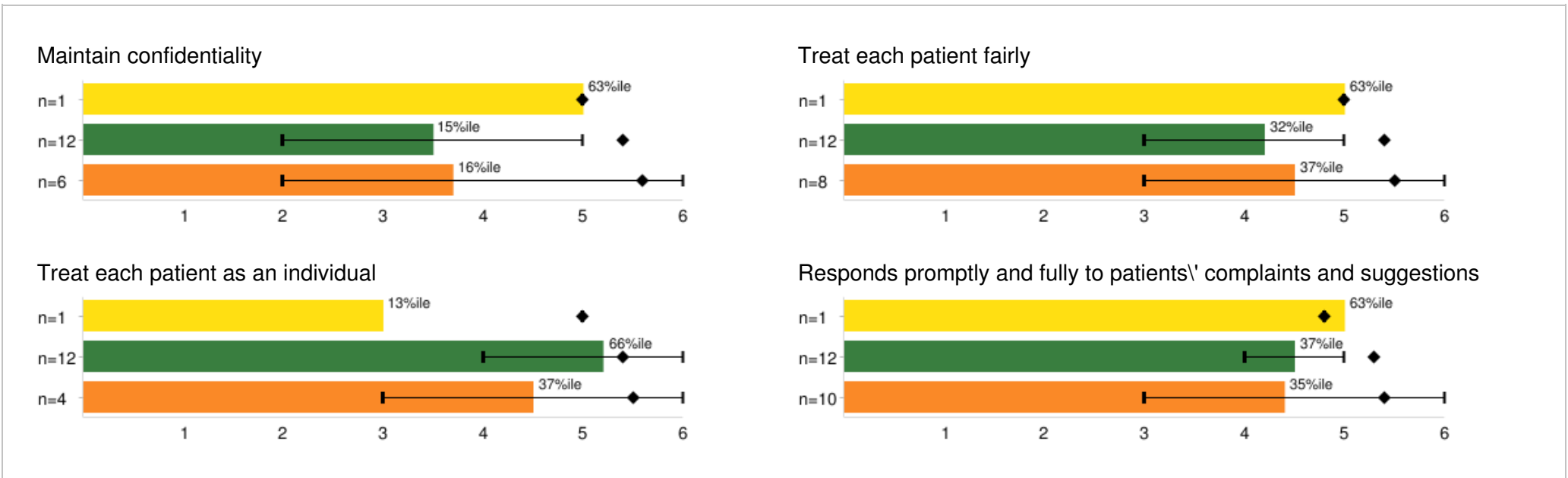
Domain 4: Maintaining Trust

Summary of Domain

■ Self ■ Peers ■ Support / Junior Colleagues



How effectively do I...



Professional Integrity

Do you have any concerns about this persons professional integrity that impacts on their ability to perform their duties as a doctor?

Relationship	No Concerns	Some Concerns	Serious Concerns
Self	1	0	0
Peers	4	0	2
Support / Junior Colleagues	3	2	0

Health

Do you have any concerns about this persons health that impacts on their ability to perform their duties as a doctor?

Relationship	No Concerns	Some Concerns	Serious Concerns
Self	1	0	0
Peers	1	3	2
Support / Junior Colleagues	1	2	2



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