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 9 or ≤ 4, please provide specific comments and recommendations on the back of the form.** Be as specific as possible, including reports of critical incidents and/or outstanding performances. Global adjectives or remarks, such as “good resident,” do not provide meaningful feedback to the resident. “5” should reflect satisfactory and average performance relative to peers. 9’s should be used infrequently, usually reserved for the top 5% of the class.

<table>
<thead>
<tr>
<th>Component</th>
<th>Unsatisfactory</th>
<th>Satisfactory</th>
<th>Superior</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Patient Care</strong></td>
<td>1 2 3 4 5 6 7 8 9</td>
<td>__ insufficient contact to judge</td>
<td>Superb, accurate, comprehensive medical interviews, physical examinations, record keeping, and review of other data; competent performance of always essential procedures; fails to analyze clinical data and consider patient preferences when making medical decisions</td>
</tr>
<tr>
<td>2. Medical Knowledge</td>
<td>1 2 3 4 5 6 7 8 9</td>
<td>__ insufficient contact to judge</td>
<td>Exceptional knowledge of basic and clinical sciences; highly resourceful development of knowledge; comprehensive understanding of complex relationships, mechanisms of diseases; enthusiastic about teaching and learning</td>
</tr>
<tr>
<td>3. Practice-Based Learning Improvement</td>
<td>1 2 3 4 5 6 7 8 9</td>
<td>__ insufficient contact to judge</td>
<td>Constantly evaluates own performance, incorporates feedback in improvements activities; effectively uses technology to manage information for patient care and self-improvement</td>
</tr>
<tr>
<td>4. Interspersonal and Communication Skills</td>
<td>1 2 3 4 5 6 7 8 9</td>
<td>__ insufficient contact to judge</td>
<td>Establishes a highly effective therapeutic relationship with patient and families; demonstrates excellent relationship building through listening, narrative and nonverbal skills; excellent education and and counseling of patients, families, and colleagues; always “interpersonally” engaged; effective and efficient charting</td>
</tr>
</tbody>
</table>

**1. Patient Care**
Incomplete, inaccurate medical interviews, physical examinations, record keeping, and review of other data; incompetent performance of always essential procedures; fails to analyze clinical data and consider patient preferences when making medical decisions.

**2. Medical Knowledge**
Limited knowledge of basic and clinical sciences; minimal interest in learning/teaching; does not understand complex relations, mechanisms of diseases.

**3. 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.

**4. Interspersonal 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; poor charting.
5. 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

Unsatisfactory Satisfactory Superior
1 2 3 4 5 6 7 8 9

Always demonstrates respect, compassion, integrity, honesty; teaches/role models responsible behavior; total commitment to self-assessment; willingly acknowledges errors; always consider needs of patients, families, colleagues

6. System-Based Learning
Unable/unwilling to access/mobilize resources; actively resists efforts to improve system of care; does not use systematic approaches to improve patient care

Unsatisfactory Satisfactory Superior
1 2 3 4 5 6 7 8 9

Effectively accesses/utilizes outside resources; effective uses of systematic approaches to reduce errors and improve patient care; enthusiastically assists in developing systems’ improvement

Resident’s Overall Clinical Competence in Internal Medicine on Rotation

Unsatisfactory Satisfactory Superior
1 2 3 4 5 6 7 8 9

Performance needs attention

Area(s) to focus on for future improvement:

(check for yes) I have provided verbal feedback to this resident.

Signatures: Resident’s ___________________________ Attending’s ___________________________

*PLEASE RETURN THIS FORM TO MICHELLE ELLIOTT, PH 8E ROOM 109