**BOARD OF CARDIOTHORACIC SURGERY**

**360 DEGREE EVALUATION FORM**

**Please ensure you write neatly and clearly**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **RACS ID:** | **Doctor Surname:** | | **Doctor Name:** | |
| **Assessor Name:** | | | **Assessor Role:** | |
| **Assessment Date:** | | |  | |
| **Trainee Level:** | | **🞎 SET1** | |  |
| **Hospital:** | | | | |

**TECHNICAL EXPERTISE**

|  |  |  |
| --- | --- | --- |
| Technical Skills | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Very poor attention to safety | Pays high attention to safety | Unable to evaluate |

|  |  |  |  |
| --- | --- | --- | --- |
| Respect for tissue | | | |
| **1 2 3 4 5 6 7** | | | **UE** |
| Poor tissue handling | Good respect for tissue | Unable to evaluate | |

|  |  |  |  |
| --- | --- | --- | --- |
| Coordination | | | |
| **1 2 3 4 5 6 7** | | | **UE** |
| Poor | Excellent | Unable to evaluate | |

**COMMUNICATION**

|  |  |  |
| --- | --- | --- |
| Communication with patients | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Communicates poorly with patients | Communicates very well with patients | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Working in a team | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Communicates poorly with team members | Communicates very well with team | Unable to evaluate |

**COMMUNICATION CONTINUED…**

|  |  |  |  |
| --- | --- | --- | --- |
| Misunderstandings or disputes | | | |
| **1 2 3 4 5 6 7** | | | **UE** |
| Causes them or potentiate | Seeks resolution | Unable to evaluate | |

**COLLABORATION**

|  |  |  |
| --- | --- | --- |
| Working in a multidisciplinary team | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Doesn’t work well with others | Works well with others | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Consults with other disciplines | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Does not consult colleagues or other professionals | Good rapport with other disciplines | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Seeks help appropriately | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Never | Always | Unable to evaluate |

**MANAGEMENT & LEADERSHIP**

|  |  |  |
| --- | --- | --- |
| Leadership | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Shows no leadership potential | Obvious potential for leadership, leads by example | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Respectful of expertise of others | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Rarely respectful | Always respectful of expertise of others | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Directs and supervises junior medical staff | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Ineffective, absent, rarely manages junior staff | Manages junior medical staff very effectively | Unable to evaluate |

**MANAGEMENT & LEADERSHIP CONTINUED..**

|  |  |  |
| --- | --- | --- |
| Organisational skills | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Inefficient, disorganised | Good time management and organisational skills | Unable to evaluate |

**HEALTH ADVOCACY**

|  |  |  |
| --- | --- | --- |
| Patient’s health | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Tactless or deficient advice | Provides tactful and skilful advice | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Personal health | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Neglects own health or lacks insight into effect of ill health on performance | Cares for own health ensuring capacity to safely care for patients | Unable to evaluate |

**SCHOLAR & TEACHER**

|  |  |  |
| --- | --- | --- |
| Teaching | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Lacks interest or skills in teaching | Outstanding skills, attitudes and practices of a competent teacher | Unable to evaluate |

**PROFESSIONALISM**

|  |  |  |
| --- | --- | --- |
| Applies ethical principles | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Inconsistently | Always ethical | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Integrity and reliability | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Lack of professional conduct, honesty and trustworthiness | Always honest and trustworthy | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Acknowledge own limitations | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Never recognises own limitations, does not learn from mistakes | Always acknowledges limitations, always learns from mistakes | Unable to evaluate |

**PROFESSIONALISM CONTINUED..**

|  |  |  |
| --- | --- | --- |
| Responsibility | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Does not accept responsibility for own actions and decisions; blames patients or other professionals | Fully accepts responsibility for own actions and decisions | Unable to evaluate |

|  |  |  |
| --- | --- | --- |
| Critically reflective of own knowledge and skills | | |
| **1 2 3 4 5 6 7** | | **UE** |
| Lacks a critically reflective approach | Appropriately aware and self-critical | Unable to evaluate |

**Suggestions for development (not compulsory)**

**Thank you for your assistance in completing this form.  
  
Please return this form to Sue Moshis at** [cardiothoracic.board@surgeons.org](mailto:cardiothoracic.board@surgeons.org)

**Contact Person**

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