

ASSESSMENT PROFESSIONAL BEHAVIOUR Transition Year CRU and SUMMA – CLINICAL (for explanation see overleaf)

Internship:	Name intern:	Student number:				
Location:						
	Interim assessment (please encircle)			Final assessment (please encircle)		
	below expected	as may be expected	above expected	below expected	as may be expected	above expected
1. Appropriate manners and respect	4 5	6 7 8	9 10	4 5	6 7 8	9 10
2. Communication with patients	4 5	6 7 8	9 10	4 5	6 7 8	9 10
3. Handling patients' emotions	4 5	6 7 8	9 10	4 5	6 7 8	9 10
4. Collaboration with nurses and colleagues	4 5	6 7 8	9 10	4 5	6 7 8	9 10
5. Managing own emotions, norms and values	4 5	6 7 8	9 10	4 5	6 7 8	9 10
6. Self-evaluative attitude and response to feedback	4 5	6 7 8	9 10	4 5	6 7 8	9 10
7. Commitment	4 5	6 7 8	9 10	4 5	6 7 8	9 10
8. Sense of responsibility: integrity, reliable, knows own limits	4 5	6 7 8	9 10	4 5	6 7 8	9 10
<i>Reflection on competencies (only for transition year)</i>	4 5	6 7 8	9 10	4 5	6 7 8	9 10
Overall Assessment				insufficient /needs attention/ sufficient*		
Please mention both a strength and a point of attention at both assessments. Marks under 6 or above 8 require a comment. *) Please cross out what doesn't apply. Scoring rules: sufficient: all marks 7 or higher and no more than one 6 needs attention: more than one 6 and a maximum of one 5 insufficient: one 4 or more than one 5	Strength:			Strength:		
	Point of attention:			Point of attention:		
	Comment:			Comment:		
	Date:			Date:		
	Name and signature:	Intern:	Supervisor:		Intern:	Supervisor:

EXPLANATION OF THE CATEGORIES
1. Appropriate manners and respect: generally accepted social conventions and rules of conduct as appropriate in a medical setting
<ul style="list-style-type: none"> • Respectful manners: mentions name of patient when welcoming, introduces oneself, invites to sit down, addresses patient sufficiently formal • Adequate nonverbal behaviour: listening attitude, eye contact, appropriate distance, administrative behaviour does not interfere • Open attitude: shows interest, gives the patient the opportunity to give comments or to ask questions • Physical examination: careful, appropriate distance, instructs patient, informs patient about what will be examined • Respects confidentiality, patient's access to medical file, privacy
2. Communication with patients
Obtaining information <ul style="list-style-type: none"> • Balance between open/closed questions, unambiguous questions, understandable language • Nature of complaints, location, course over time, influences, association with other symptoms • Patients' own experience, attributions, functioning, coping with the symptoms, expectancies Providing information <ul style="list-style-type: none"> • Information, and advice are offered systematically and in a way fitting the patient • Verifies whether information is understood and provides the opportunity to ask questions Structured communication <ul style="list-style-type: none"> • Has prepared the patient's visit, provides clear agenda • Recapitulates, politely interrupts patient, is flexible but remains in control
3. Handling patients' emotions
<ul style="list-style-type: none"> • Uses specific and open questions when inquiring about emotions, acknowledges emotions • Reflects observed emotions (presenting his/her own observation) • Bringing up difficult subjects
4. Collaboration with nurses and colleagues
<ul style="list-style-type: none"> • Respects other disciplines • Capability to judge social context: attitude, position, tasks and responsibilities • Adequate handling of differences of opinion and conflicts • Collegiality and assertiveness
5. Managing own emotions, norms and values
<ul style="list-style-type: none"> • Has the ability to recognize and reflect on one's own emotions • Appropriate in dealing with positive and negative emotions concerning patients and other persons • Is unprejudiced when confronted with different norms of patients (religion, race, class, sex)
6. Self-evaluative attitude and response to feedback
<ul style="list-style-type: none"> • Adequate assessment of own level of knowledge, skills and qualification; acting accordingly • Is open to change, receptive towards feedback and asks for feedback, has ability to provide feedback to others • Employs consultation and intervision
7. Commitment and sense of responsibility
<ul style="list-style-type: none"> • Is on time, is present, keeps appointments, organises own work • Asks questions, shows interest, shows initiative, participates actively in discussions • Maintains knowledge and skills
8. Sense of responsibility: integrity, reliable, knows own limits
<ul style="list-style-type: none"> • Integrity: has good intentions, is honest and open • Reliable in the sense of accurate and consistent • Knows own limits and acts accordingly by asking for help if needed
Reflection on competencies (only applicable in Transition Year)
<ul style="list-style-type: none"> • <i>Reflects on own competency development concerning CanMEDS competencies (according to "Leidraad Portfolio")</i>
COMPLETING THE FORM
Rating The rating is made compared with the level that may be expected of the student/intern in the current phase. The average score for a student is 7; please use this as a starting point. <ul style="list-style-type: none"> ➤ Small deviations from a 7: good, no need for improvement (8), or some need for improvement (6). ➤ Strong signals are given by a 5 and a 9. A 5 means: insufficient, and therefore improvement is necessary; next time this must be better; this needs some attention; try to work on it, etc. A 9 means: the student obviously is way above the group and deserves a compliment that most others won't get. ➤ Scores 4 and 10 should be given rarely. A 4 is a 'red card': remediate actions must take place. A 10 is so rare that very few students will ever achieve this score.
Implications of an insufficient or a "needs attention" assessment regarding professional behaviour If a student receives an unsatisfactory assessment for professional behaviour he/she will fail his/her internship. If a student receives a "needs attention" assessment he/she has not yet passed the competency professional behaviour. An unsatisfactory mark must be reported to the UMC Utrecht examiner of the internship (by telephone or by e-mail) in view of its relevance for admission to the next internships.
<i>This form is a compulsory supplement to the Final Assessment form.</i>