

**ASSESSMENT PROFESSIONAL BEHAVIOUR CRU and SUMMA - RESEARCH<sup>1</sup> (for explanation see overleaf)**

<b>Internship:</b>	<b>Name intern:</b>			<b>Student number:</b>		
<b>Location:</b>	<b>Interim assessment (please encircle)</b>			<b>Final assessment (please encircle)</b>		
	<b>below expected</b>	<b>as may be expected</b>	<b>above expected</b>	<b>below expected</b>	<b>as may be expected</b>	<b>above expected</b>
1. Self-evaluative attitude and response to feedback	4 5	6 7 8	9 10	4 5	6 7 8	9 10
2. Shows initiative, has commitment and works independently	4 5	6 7 8	9 10	4 5	6 7 8	9 10
3. Critical attitude	4 5	6 7 8	9 10	4 5	6 7 8	9 10
4. Integrity and accuracy	4 5	6 7 8	9 10	4 5	6 7 8	9 10
5. Time management	4 5	6 7 8	9 10	4 5	6 7 8	9 10
6. Managing emotions, norms and values	4 5	6 7 8	9 10	4 5	6 7 8	9 10
7. Collaboration with colleagues	4 5	6 7 8	9 10	4 5	6 7 8	9 10
8. If applicable: handling with patients	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
<b>Overall Assessment</b>				<b>insufficient /needs attention/ sufficient*</b>		
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: <b>sufficient</b> : all marks 7 or higher and no more than one 6 <b>needs attention</b> : more than one 6 and a maximum of one 5 <b>insufficient</b> : one 4 or more than one 5	Strength:			Strength:		
	Point of attention:			Point of attention:		
	Comment:			Comment:		
	Date:			Date:		
Name and signature:	Student		Supervisor	Student		Supervisor

<sup>1</sup> Also for Elective Internship without direct patient care

## EXPLANATION OF THE CATEGORIES

### 1. Self-evaluative attitude and response to feedback

- Adequate assessment of own level of knowledge, skills and qualification; acts accordingly
- Is receptive towards feedback and asks for feedback
- Knows own limits and acts accordingly by asking for help if needed

### 2. Shows initiative, has commitment and works independently

- Asks questions, shows interest, shows initiative, is committed
- Participates actively in discussions
- Operates independently, has perseverance

### 3. Critical attitude

- Has a well substantiated critical attitude towards research
- Criticism is based on correct arguments

### 4. Integrity and accuracy

- Works accurately and according to plan
- Abides by the guidelines on scientific integrity
- Uses complete and correct references
- Respects confidentiality, patient's access to medical file, privacy

### 5. Time management

- Meets deadlines
- Makes a good planning

### 6. Managing emotions, norms and values

- Has the ability to recognize and reflect on one's own emotions
- Appropriate in dealing with positive and negative emotions concerning others
- Is unprejudiced when confronted with norms and values of others (religion, race, class, sex)
- Manners: mentioning name, introducing oneself

### 7. Collaboration with colleagues

- Respectful towards colleagues
- Is good at teamwork
- Collegiality and assertiveness
- Capability to judge social context: attitude, position, tasks and responsibilities
- Adequate handling of differences of opinion and conflicts

### 8. If applicable: handling with patients

- 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
- Open attitude: shows interest, gives the patient the opportunity to give comments or to ask questions

### Reflection on competencies (only applicable in Transition Year)

- *Reflects on own competency development concerning CanMEDS competencies (according to "Leidraad Portfolio")*

## COMPLETING THE FORM

### Rating

The rating is made, considering the level that may be expected of the student in the current phase.

The average score for a student is 7; please use this as a starting point.

- 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 research internships.

*This form is a compulsory supplement to the Final Assessment form.*