

Assessment Tool 1 – Multisource Feedback

CanMEDS Leader

Leadership skills in the CanMEDS Leader Role

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Instructions for Assessor:

- Leadership competencies can be developed over time. Using the form below, please help this learner gain insight into his/her leadership skills by providing valuable confidential feedback.
- This information will be shared with the learner in aggregate form and for the purpose of helping the learner improve his/her leadership competencies.
- Please return this form in a confidential manner to _____ by _____.

Learner's Name: _____

Postgraduate year (PGY): _____

Place a check mark in your answer for each item.

Indicate all that apply. I am a:

- Health professional team member (including co-resident)
- Resident supervisor
- Faculty
- Other, please describe

Degree of Interaction

- I had considerable interaction with this learner
- I had occasional interaction with this learner

ASSESSMENT TOOL: RESIDENT LEADERSHIP SKILLS

#	The learner...	1 Never or very poorly	2 Occasionally or needs to improve	3 Satisfactory	4 Consistently	5 Highly skilled	Not able to comment
1.	Asks what needs to be done and makes an effort to be helpful						
2.	Demonstrates commitment to the patient(s)						
3.	Demonstrates commitment to the organization and program						
4.	Demonstrates effective planning						
5.	Takes responsibility for decisions						
6.	Takes responsibility for communications						
7.	Focuses on opportunities rather than problems						
8.	Leads productive meetings						
9.	Demonstrates commitment to team rather than self						
10.	Builds and maintains my trust						
11.	Works to develop rapport with me						
12.	Empathetic to my feelings, values, preferences						
13.	Asks for and welcomes my questions						
14.	Asks for and welcomes my feedback						

Overall rating on Leadership	1 Very poor leader	2 Weak leader	3 Competent leader	4 Strong leader	5 Highly skilled leader
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Areas of strength	Areas for improvement
1.	1.
2.	2.
3.	3.

Comments:

Please return this form to: