# Assessment Tool 2 – Multisource Feedback

CanMEDS Leader

## Managing people and resources in the CanMEDS Leader Role

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### Instructions for Assessor:

* As Leaders, physicians engage in the stewardship and management of health care people and resources. With practice and feedback these competencies can be developed over time.
* Using the form below, please help this resident physician gain insight into his/her skills by providing valuable confidential feedback.
* Rest assured this information will be shared with the physician in aggregate form and for the purposes of helping the physician improve his/her leadership competencies.

Please return this form in a confidential manner to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

### Feedback FORM – managing people and resources

| # | The resident... | 1  Never  or very  poorly | 2  Occasionally  or needs  to improve | 3  Satisfactory | 4  Consistently | 5  Highly skilled | Not  able to  comment |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1. | Ensures his/her understanding of work and timelines |  |  |  |  |  |  |
| 2. | Identifies the priority tasks and timelines |  |  |  |  |  |  |
| 3. | Establishes steps and sequence to deliver needed outcomes on time |  |  |  |  |  |  |
| 4. | Shares work through effective delegation |  |  |  |  |  |  |
| 5. | Assigns people important activities |  |  |  |  |  |  |
| 6. | Communicates and clarifies with people about progress |  |  |  |  |  |  |
| 7. | Coaches peoples’ progress and supports success |  |  |  |  |  |  |
| 8. | Flexibly modifies plans with new, emerging situations |  |  |  |  |  |  |
| 9. | Deploys or redeploys people with new, emerging situations |  |  |  |  |  |  |
| 10. | Uses tools and resources effectively to achieve outcomes |  |  |  |  |  |  |
| 11. | Demonstrates careful consideration of effects and efficient use of limited system resources |  |  |  |  |  |  |
| 12. | Demonstrates consideration of benefits and costs to the individual, system, risk management |  |  |  |  |  |  |
| 13. | Explains and engages patient in decisions that reflect stewardship |  |  |  |  |  |  |
| 14. | Applies evidence and processes to achieve cost appropriate care |  |  |  |  |  |  |
| 15. | Supports others in their stewardship decisions |  |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall rating | 1  Very poor  leader | 2  Weak  leader | 3  Competent  leader | 4  Strong  leader | 5  Highly skilled  leader |

|  |  |
| --- | --- |
| Areas of strength | Areas for improvement |
| 1. | 1. |
| 2. | 2. |
| 3. | 3. |

Comments:

Please return this form to: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_