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Gary Ross 6 June 2018

## Colleague Feedback Report: Part A



Please note all comments provided by yourself and colleagues are contained in a separate report entitled **Colleague Feedback Report: Part B**.

**EDGE CUMBE** DOCTOR 360°

## Introduction

This report is based on the Doctor 360° questionnaires completed by yourself and your colleagues.

Please download the Edgcumbe Doctor 360° Workbook to use alongside this report. You may download this from your account on the Doctor 360° online system. This will help you to interpret the feedback within the reports and to document the messages you take from them.

In this report your overall performance scores are presented on bar graphs comparing how you rated yourself to how your colleagues rated you. For each domain, your performance scores are broken down for each question, comparing your own rating with that of your peers, support/junior colleagues, our benchmark and percentile ranking.

The bar graphs also show the number of colleagues who rated each question and the range of ratings.

The feedback in this report will help you compare the standards of care you feel you deliver with how others perceive you. We recommend you ask your appraiser or counselling colleague to look through the report with you.

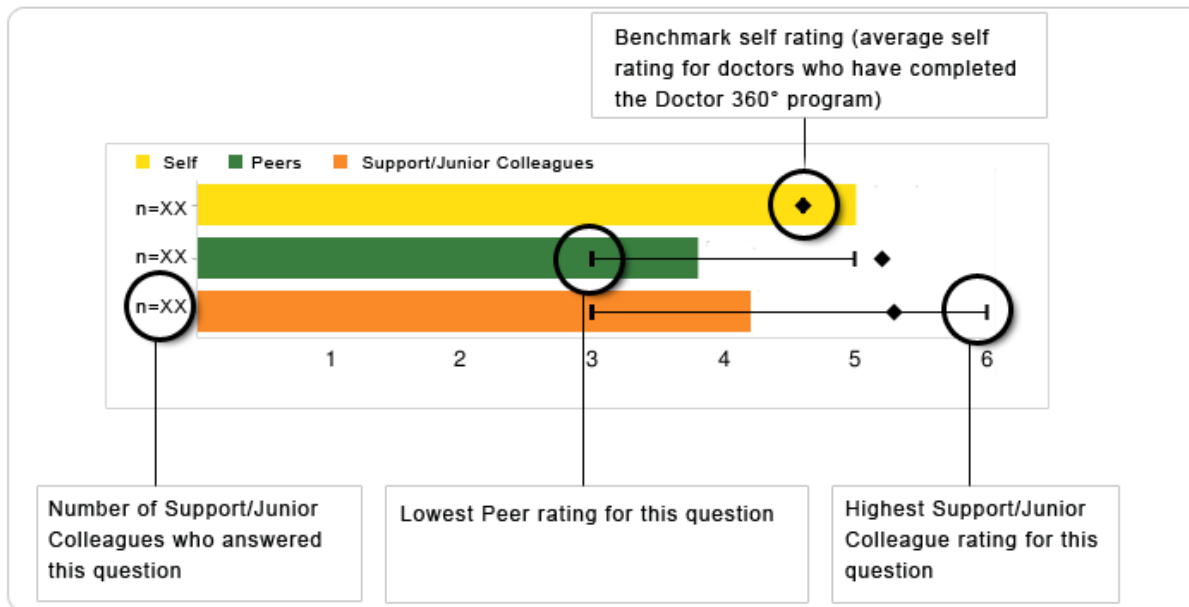
## Understanding Your Report

**Section 1** presents the ratings you gave yourself compared with the ratings from your colleagues for your overall effectiveness with regard to Knowledge, Skills and Performance; Safety and Quality; Communication, Partnership and Teamwork; and Maintaining Trust..

Each question was rated using the following scale:

- 6 => Extremely effective/excellent
- 5 => Very effective/very good
- 4 => Effective/good
- 3 => Mostly effective/satisfactory
- 2 => Partially effective/less than satisfactory
- 1 => Not effective/poor
- C/C => Cannot Comment

**Section 2** provides more detail on the ratings you received for each domain of questions. Below is an annotated example of the charts that appear in this section.



### Benchmarks

Our benchmark scores are made up of responses provided by general practice doctors, hospital doctors and their colleagues who have all completed the Edgecumbe Doctor 360° since February 2009. We hold overall benchmarks (e.g. for all doctors / colleagues who have provided responses) and benchmarks for particular specialties (e.g. Anaesthetics, Cardiology).

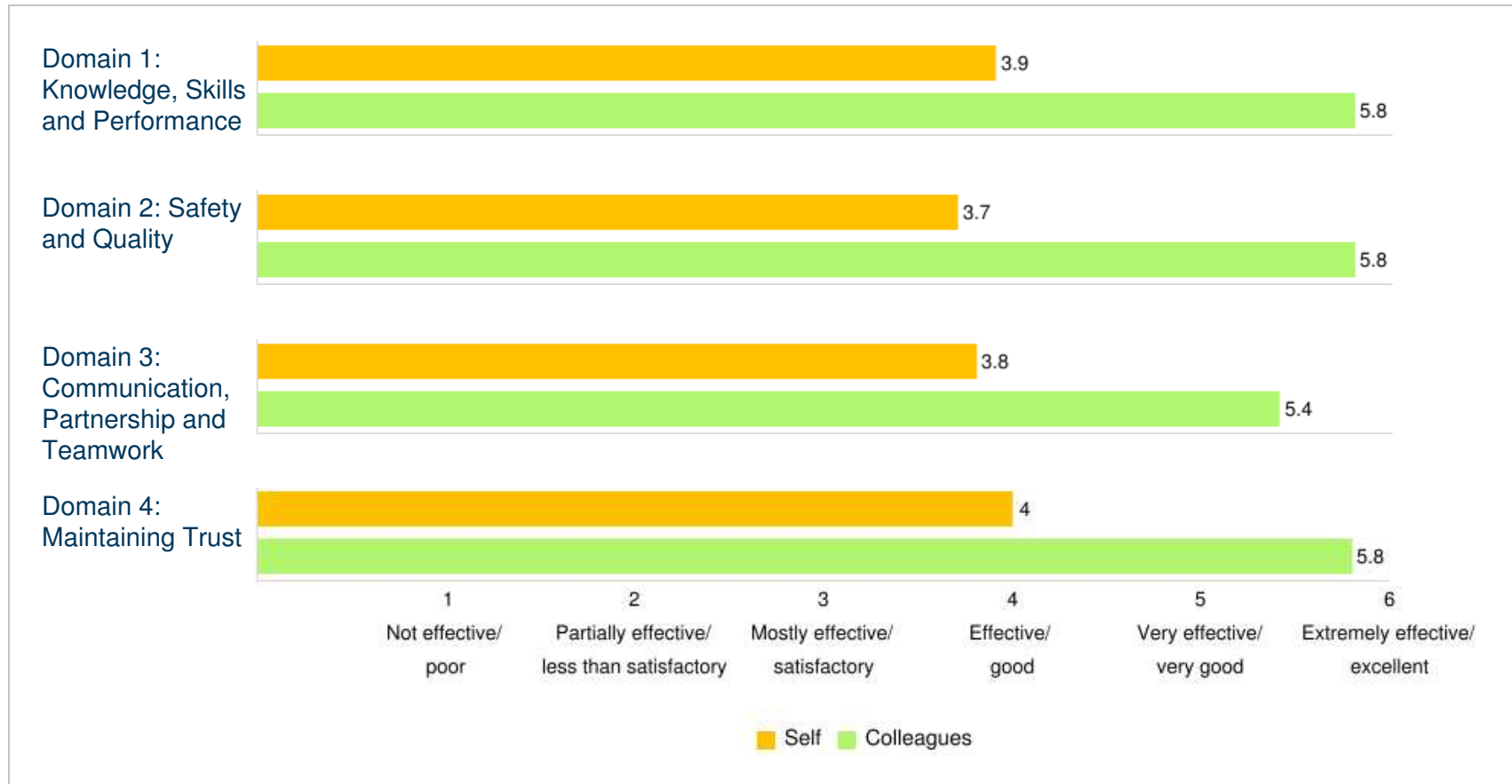
**The benchmark type indicated in this report is: SPECIALTY SPECIFIC**

Your registered speciality category is: Surgery

**Please be aware that the benchmark type on this report is fixed and cannot be changed.**

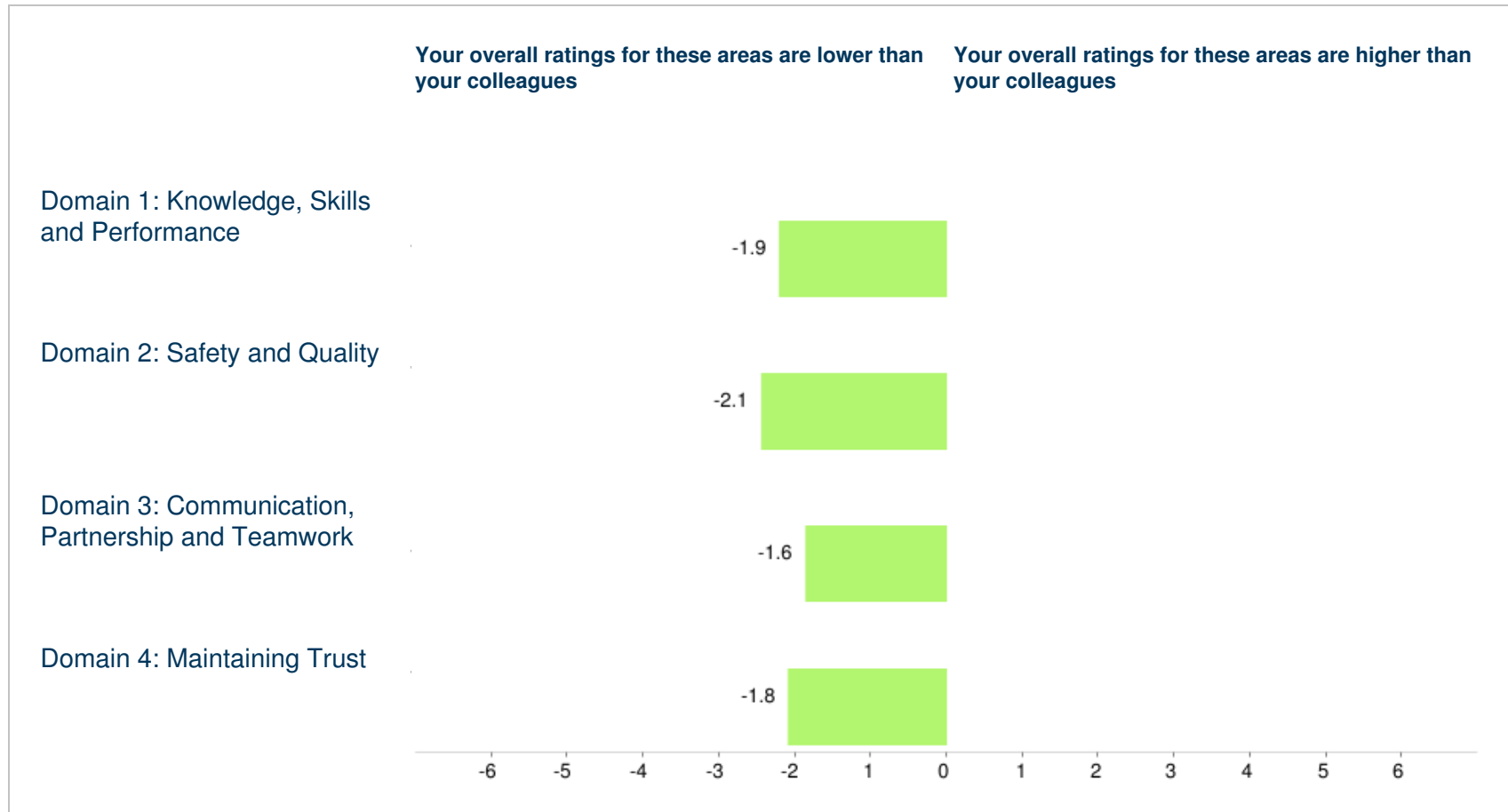
## Overall Summary

Your self-ratings and your colleagues' ratings of your overall effectiveness with regard to Domain 1: Knowledge, Skills and Performance, Domain 2: Safety and Quality, Domain 3: Communication, Partnership and Teamwork, and Domain 4: Maintaining Trust



# Perception Gap

This chart shows the difference between your average self rating and your colleagues average rating within each domain of the questionnaire.

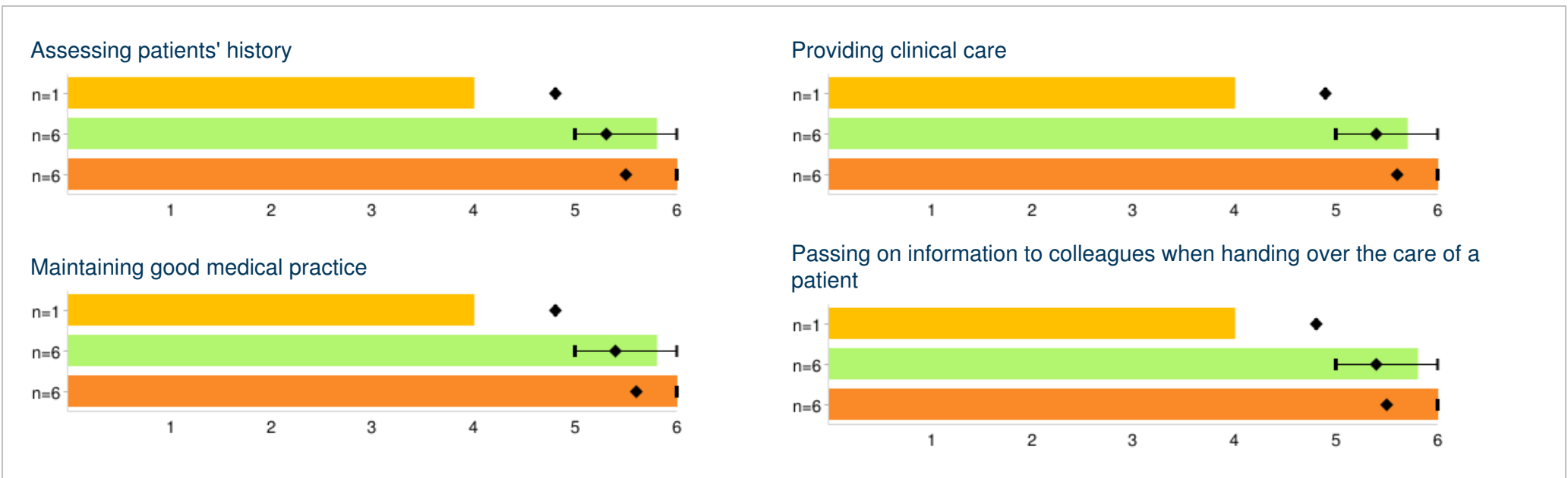


# Domain 1: Knowledge, Skills and Performance

## Summary of Domain



## How effective/good am I at...

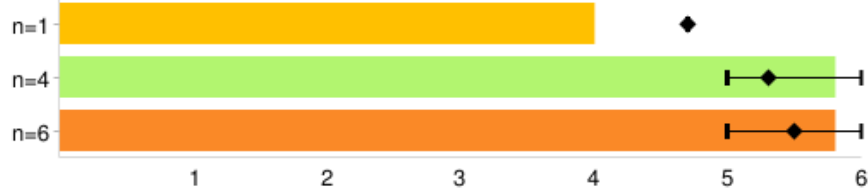


How effective/good am I at...

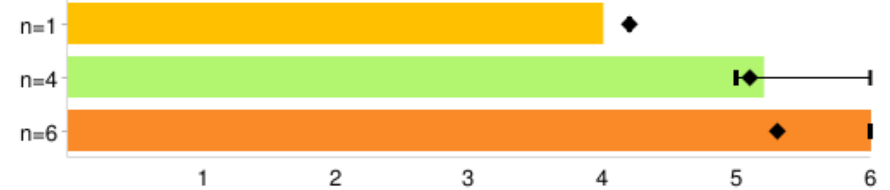
■ Self 
 ■ Peer 
 ■ Support/Junior Colleague

1 Not effective/poor   
 2 Partially effective/less than satisfactory   
 3 Mostly effective/satisfactory   
 4 Effective/good   
 5 Very effective/very good   
 6 Extremely effective/excellent

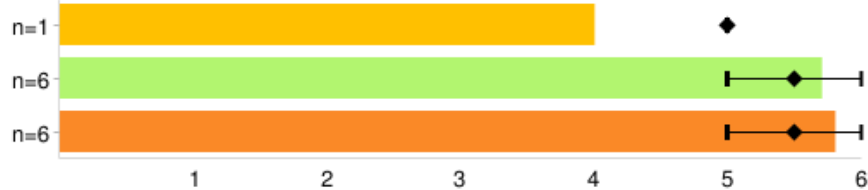
Applying the skills, attributes and practice of a competent teacher/trainer



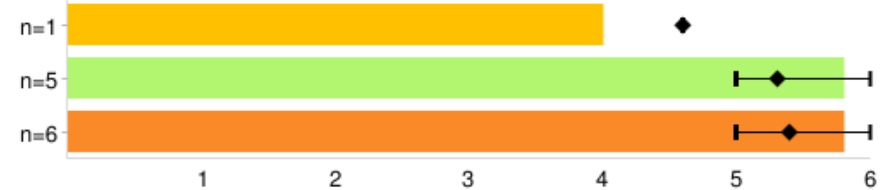
Taking part in regular and systematic audit



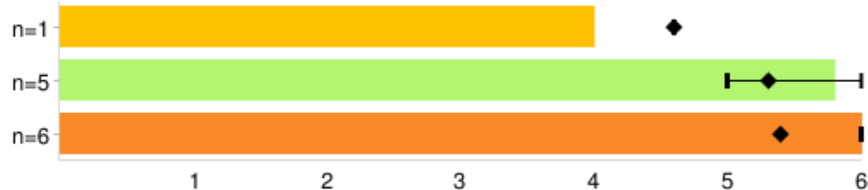
Consulting colleagues, or referring patients to colleagues, when this is in the patient's best interests



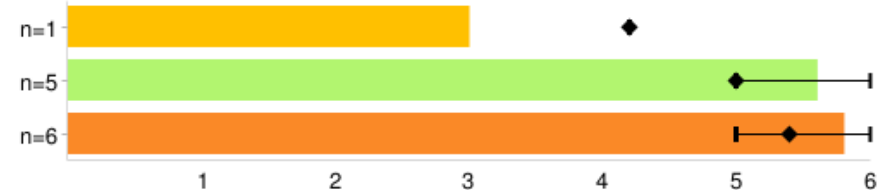
Supporting patients in caring for themselves



Keeping patient records



Working as a manager

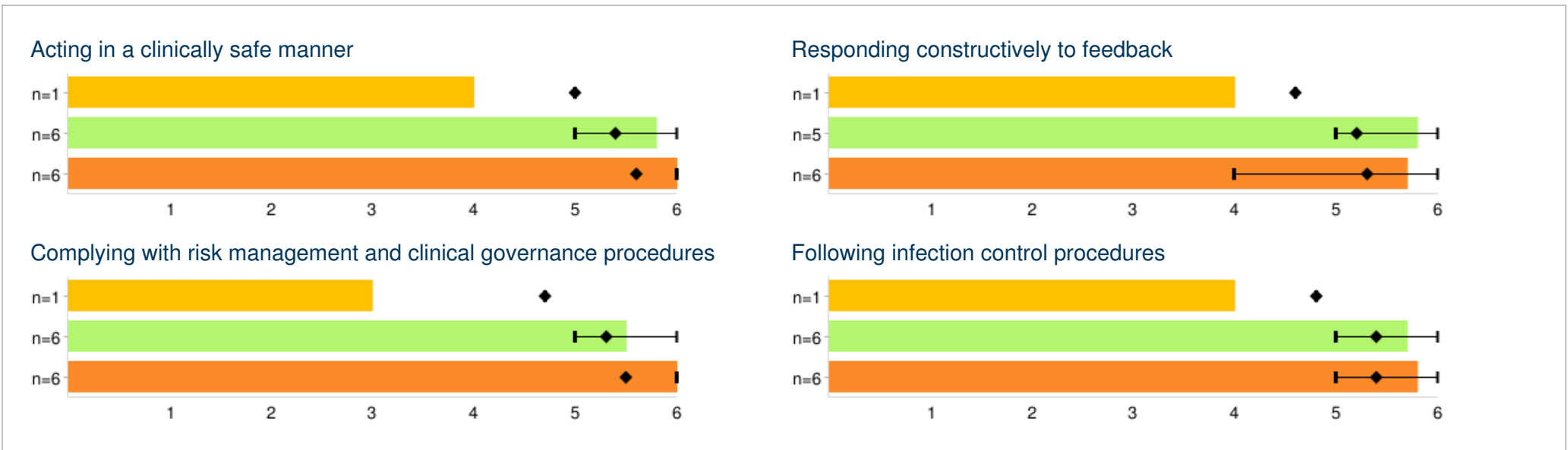


## Domain 2: Safety and Quality

### Summary of Domain



### How effective/good am I at...



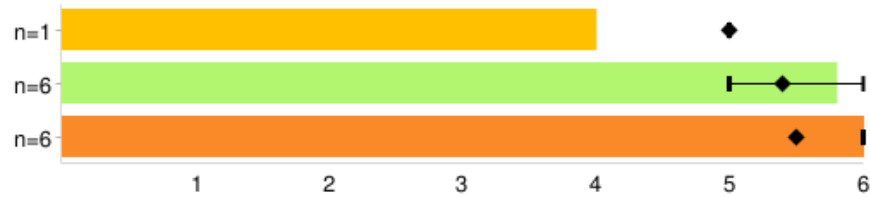


How effective/good am I at...

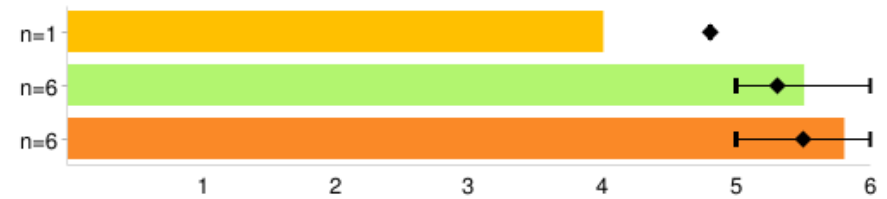
■ Self 
 ■ Peer 
 ■ Support/Junior Colleague

1 Not effective/poor     
 2 Partially effective/less than satisfactory     
 3 Mostly effective/satisfactory     
 4 Effective/good     
 5 Very effective/very good     
 6 Extremely effective/excellent

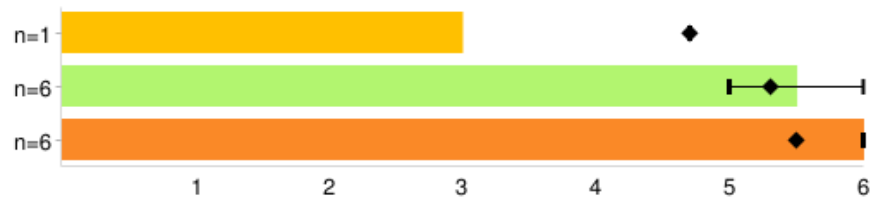
Taking appropriate action when patients are at risk



Making sure that all staff for whose performance he/she is responsible are properly supervised



Safeguarding the health and well-being of vulnerable people

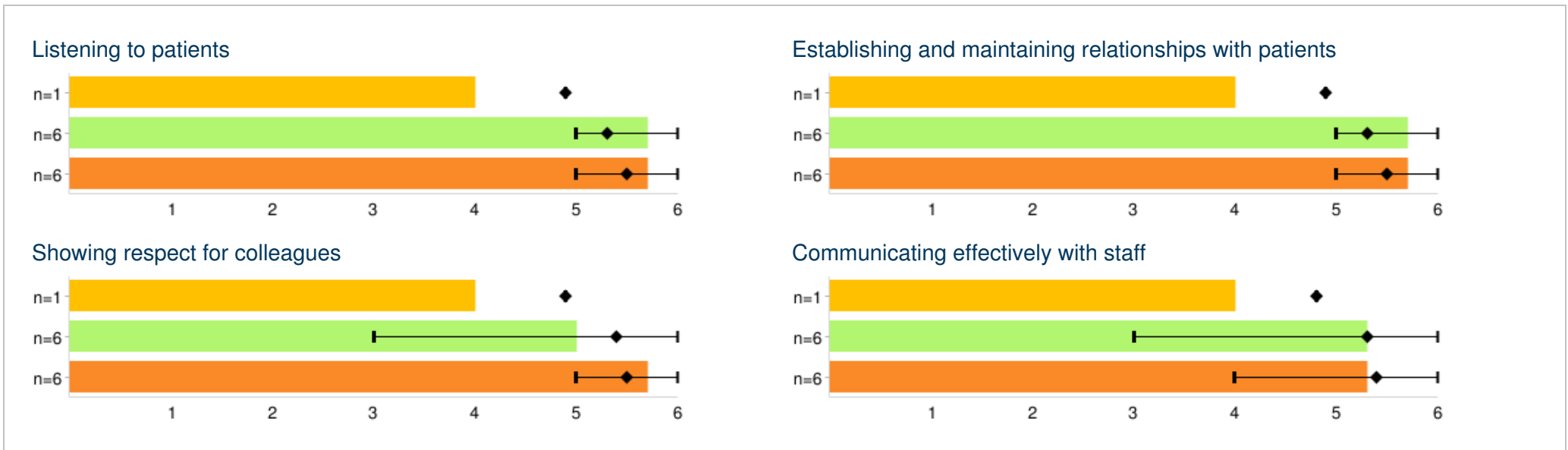


## Domain 3: Communication, Partnership and Teamwork

### Summary of Domain



### How effective/good am I at...

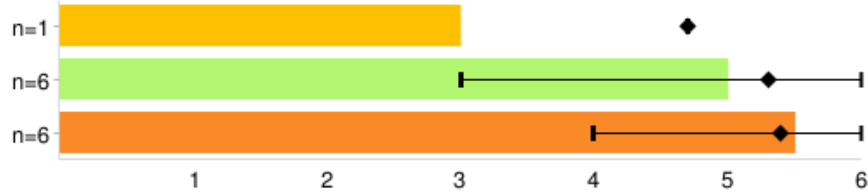


How effective/good am I at...

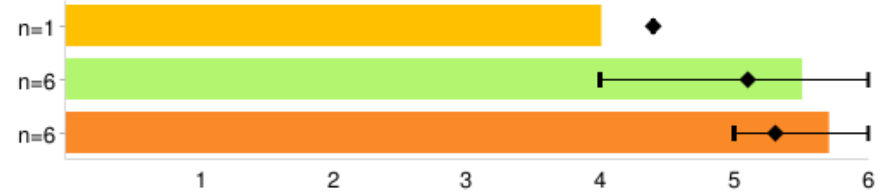
■ Self 
 ■ Peer 
 ■ Support/Junior Colleague

1 Not effective/poor   
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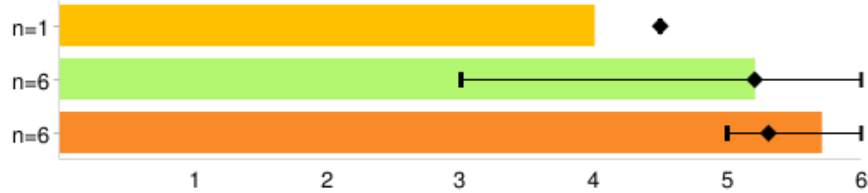
Giving praise where appropriate



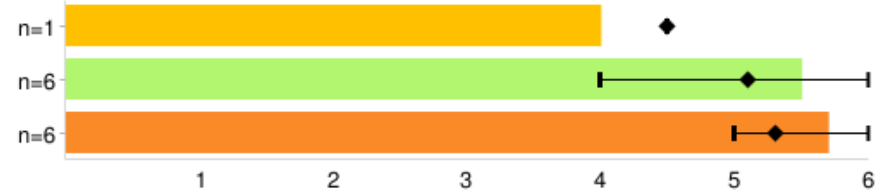
Providing effective leadership



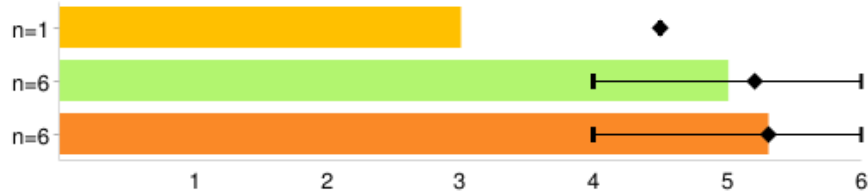
Encouraging colleagues to contribute to discussions



Encouraging colleagues to communicate effectively with one another



Coping with stress and pressure

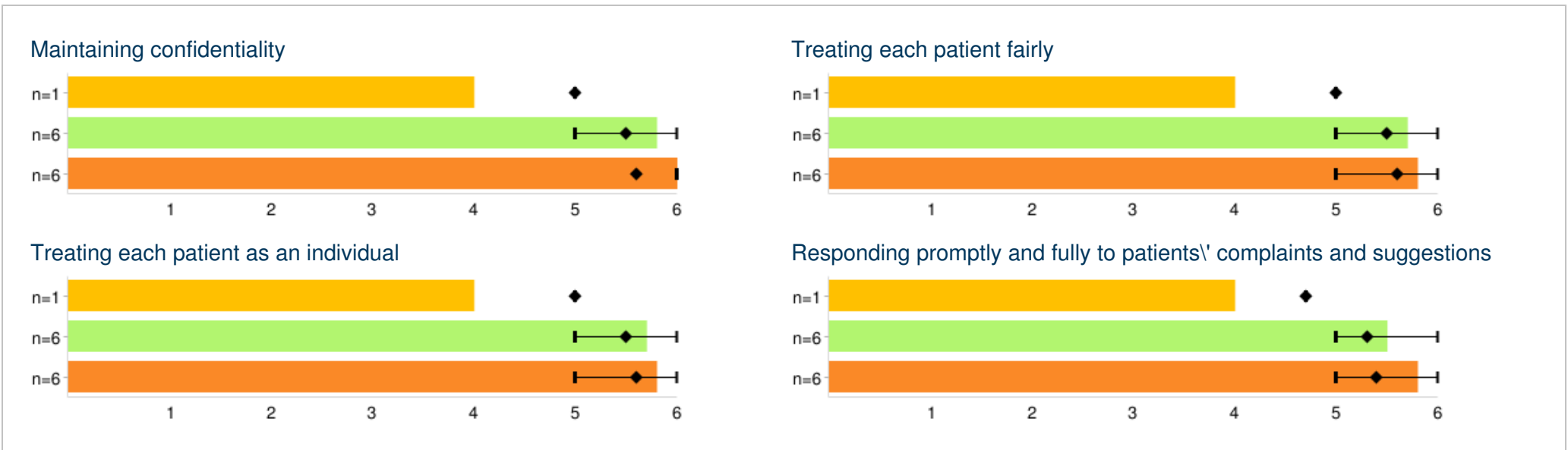


## Domain 4: Maintaining Trust

### Summary of Domain



### How effective/good am I at...



## Professional Integrity

Do you have any concerns about this persons professional integrity that impacts on their ability to perform their duties as a doctor?

Relationship	No Concerns	Some Concerns	Serious Concerns
Self	1	0	0
Peer	6	0	0
Support/Junior Colleague	6	0	0

## Health

Do you have any concerns about this persons health that impacts on their ability to perform their duties as a doctor?

Relationship	No Concerns	Some Concerns	Serious Concerns
Self	1	0	0
Peer	6	0	0
Support/Junior Colleague	6	0	0

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