

# Intensive Care Unit Personnel Composite Evaluation of ICU Fellow

**Instructions:**

- A. This form should be completed by ICU leadership after discussion with ICU personnel and represent a composite evaluation of fellows' performance in the area of professionalism. This information will be shared with the fellow for the purpose of improving their performance.
- B. The behavior descriptors in each question are guides and fellows do not need to attain all of these to receive that score. Consider level of training and compare this fellows' performance with others.
- C. Please return the form in a sealed envelope to the Critical Care Medicine Program Director on K-17

\_\_\_\_\_  
Fellow Name

\_\_\_\_\_  
Month / Year

<b>1. Does this fellow earn trust and demonstrate integrity?</b>				
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Distrusted by peers / colleagues Puts his/her interests ahead of others Unreliable, Lazy Knowingly superficial with evaluations		Generally earns trust of others Usually reliable		Always demonstrates superior integrity Always puts patients' interests first Reliably follows through on commitments Recognized by peers as having superior integrity
<b>2. Does this fellow demonstrate a supportive, collaborative, and tolerant attitude in the ICU?</b>				
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Appears bitter and cynical Blames others for his/her own mistakes Encourages / partakes in poor attitudes and professional behaviors (eg. racial, gender, ethnic slurs)	Does not partake in poor professional behaviors, but tolerates them in others Usually has a healthy attitude some of his/her own mistakes	Admits to	Widely viewed as a role model in this area Actively curtails others' poor professional behaviors Models behaviors that promote a professional atmosphere in the Intensive Care Unit Reliably accepts responsibility for his/her own actions	
<b>3. Does this fellow demonstrate effective leadership abilities?</b>				
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Wants others to adapt to his/her style Cares primarily about his/her own issues Responds to stress with panic Adversely affects the performance of others	Willing to use a team approach to patient care Remains calm and even-tempered while under stress Able to lead when asked		Actively seeks optimal approach to patient care Regularly capitalizes on people's strengths and helps them improve their weaknesses Sincerely wants to see others succeed Exemplary at handling stressful situations and takes steps to alleviate the stress of others Others routinely look to him / her to lead	
<b>4. Does this fellow act professionally with patients?</b>				
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Uses a patronizing / condescending tone when speaking with patients / families Ignores the patients' perspectives in favor of own Fails to recognize or respond to the psychosocial needs of the patient / family Lacks compassion and/or empathy Avoids patient/family contact	Pleasant and respectful with patients Answers questions when asked tolerant of different beliefs / values	Responds to family's need for information and support Usually	Always respectful and seeks out opportunities to address patient/family questions and solicit their input Strives to understand the patients' perspective and always respects their autonomy Anticipates problems and takes steps to prevent them Always tolerant of different beliefs / values Regularly demonstrates sincere compassion and empathy Strives to explain issues in terms the patients can understand	
<b>5. Does this fellow interact well with other health care providers?</b>				
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Ignores concerns of others Routinely believes he/she knows more than others Wants others to work around his/her timetable Frequently disappears from ICU and routinely needs to be called to come to the ICU Often fails to respond to pages and calls Moody and often unapproachable		Usually listens to nurses' / others' concerns Generally punctual & respectful of others' time Responds in an acceptable time to pages/calls Demonstrates some flexibility in practice patterns		Regularly asks for nursing / others' input Truly believes in and promotes collaborative patient care Makes himself/herself readily available by responding to pages promptly and providing face time in the ICU Always approachable
<b>6. Comments</b>				

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