

Central Maine Medical Center
Family Medicine Residency
Annual Faculty Peer Feedback & Self Assessment



[Subject Name]
[Evaluation Dates]

Evaluator
[Evaluator Name]

The CMMC FMRP asks that you participate in a 360 performance evaluation on the above named faculty. Please globally rate the items below to your best ability according to the guide provided. Your candid input is greatly appreciated.

If you do not rate a question as OUTSTANDING, please provide suggestions on how the faculty could improve.

AVAILABILITY

- 1)** Accessibility, reliably present, responds to pages promptly, patient and willing to spend the time to meet needs without distractions, can be counted on by colleagues.

Needs Improvement
Acceptable
Outstanding
N/A

Comments

Remaining Characters: 5,000

COMMUNICATION

- 2)** Effective listening skills, clearly and concisely and accurately expresses thoughts in both written and oral presentation, encourages open two-way exchange of ideas.

Needs Improvement
Acceptable
Outstanding
N/A

Comments

Remaining Characters: 5,000

FEEDBACK

- 3)** Routinely and effectively gives verbal feedback to learners.

Needs Improvement
Acceptable
Outstanding
N/A



Comments

Empty text box for comments.

Remaining Characters: 5,000

4) Routinely and effectively gives verbal feedback to colleagues.

Needs Improvement

Acceptable

Outstanding

N/A



Comments

Empty text box for comments.

Remaining Characters: 5,000

5) Routinely and effectively gives verbal feedback to staff.

Needs Improvement

Acceptable

Outstanding

N/A



Comments

Empty text box for comments.

Remaining Characters: 5,000

6) Is open to receiving feedback from colleagues, learners and staff.

Needs Improvement

Acceptable

Outstanding

N/A



Comments

Empty text box for comments.

Remaining Characters: 5,000

HUMOR

7) Sense of optimism, outgoing style, cheerful disposition, encourages a climate of appropriate fun and laughter.

Needs Improvement

Acceptable

Outstanding

N/A



Comments

Empty text box for comments.

Remaining Characters: 5,000

KNOWLEDGE

- 8) Competent in topics of the field, familiar with current literature, applies theoretical information in practical terms, can impart knowledge in a meaningful way to learners.

Needs Improvement

Acceptable

Outstanding

N/A

Comments

Remaining Characters: 5,000

ORGANIZER

- 9) Effective time management, demonstrates good planning with clear priorities, sets goals and priorities to accomplish results, avoids last-minute crises, demonstrates good stewardship.

Needs Improvement

Acceptable

Outstanding

N/A

Comments

Remaining Characters: 5,000

PRACTITIONER

- 10) Comfortable and competent in the principles and application of an evidence-based approach to tasks at hand, competently provides patient care that is effective and appropriate, is a strong role model for medical learners, demonstrates care and empathy.

Needs Improvement

Acceptable

Outstanding

N/A

Comments

Remaining Characters: 5,000

PRODUCER

- 11) Completes tasks in a timely manner, inspires others to high performance, demonstrates initiative and creativity.

Needs Improvement

Acceptable

Outstanding

N/A

Comments

Remaining Characters: 5,000

PROFESSIONALISM

12) Demonstrates respect for others, meets obligations responsibly and ethically, appropriate work attire, accountable.

Needs Improvement

Acceptable

Outstanding

N/A

Comments

Remaining Characters: 5,000

SCHOLARLY ACTIVITY

13) Involved in activities to broaden personal and specialty knowledge including research, publishing and presentations as well as involvement in academic organizations.

Needs Improvement

Acceptable

Outstanding

N/A

Comments

Remaining Characters: 5,000

TEACHER

14) Actively encourages and facilitates the learning process, effective in delineating goals and objectives, presents topics clearly and succinctly, promotes the Whole Person Care philosophy, expects excellence

Needs Improvement

Acceptable

Outstanding

N/A

Comments

Remaining Characters: 5,000

TEAMWORK

15) Ability to work effectively and cooperatively with others by subordinating personal prominence for the efficiency and success of the whole. recognizes and respects boundaries, volunteers time and knowledge to help others.

Needs Improvement

Acceptable

Outstanding

N/A

Comments

Remaining Characters: 5,000

DESCRIPTIVE WORDS

16) Read the following words and place all in the comment box that best describes this colleague:

- | | | | | |
|----------------|---------------|---------------|-------------|---------------|
| Abrasive | Compassionate | Honest | Organized | Tactless |
| Apathetic | Conscientious | Immature | Poised | Undependable |
| Approachable | Considerate | Impatient | Reliable | Understanding |
| Arrogant | Cooperative | Inconsiderate | Receptive | Unfriendly |
| Attentive | Dependable | Indifferent | Responsible | Unscrupulous |
| Capable | Disorganized | Intelligent | Resourceful | Wise |
| Careless | Efficient | Irresponsible | Rude | |
| Clear-thinking | Friendly | Logical | Sarcastic | |
| Cocky | Helpful | Mature | Sincere | |

Comment

Remaining Characters: 5,000

COMMENTS

17) Considering this person's overall performance and contribution to the CMMC FMRP, please identify this person's three (3) single greatest strengths.

Comment

Remaining Characters: 5,000

18) Considering this person's overall performance and contribution to CMMC FMRP, please identify this person's area of single greatest need for improvement.

Comment

Remaining Characters: 5,000

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