

**MULTISOURCE FEEDBACK**

Name of trainee:	Year of training:
Date:	
Feedback during a multisource feedback review is anonymous	Assessor, role: <ul style="list-style-type: none"> <li>• Supervisor / trainer</li> <li>• Trainee (self-assessment)</li> <li>• Patient</li> <li>• Medical student</li> <li>• Other health professional (e.g. nurse, physiotherapist)</li> <li>• Other, specify:</li> </ul>

Having observed the professional performance of the trainee during regular duties, please score against what you would reasonably expect at their stage of training:								
Domains	Performance level							
	Below expectations		At expected level		Above expectations		Not applicable	
Communicates effectively with patients and families	1	2	3	4	5	6	n/a	
Communicates effectively with other health professionals	1	2	3	4	5	6	n/a	
Demonstrates good professional attitude towards patients, i.e. respects rights, opinion and perspectives of patients	1	2	3	4	5	6	n/a	
Participates effectively and appropriately in a multiprofessional healthcare team	1	2	3	4	5	6	n/a	
Exhibits appropriate professional behaviours, such as honesty, integrity, commitment, punctuality and respect	1	2	3	4	5	6	n/a	
Respects patient confidentiality*	1	2	3	4	5	6	n/a	
Takes responsibility for own actions and seeks help from supervisors when required	1	2	3	4	5	6	n/a	

\*Physician–patient privilege, i.e. not sharing confidential conversations between doctors and patients.

Areas of strength (*To be completed by trainee and supervisor after discussion of results*)

Areas for improvement (To be completed by trainee and supervisor after discussion of results)

Learning goals and action plan (To be completed by trainee and supervisor after discussion of results)

## About the form

Multisource feedback (MSF), or 360-degree feedback, is a survey designed to provide trainees with feedback on how supervisors / trainers, peers (co-workers) and patients rate their performance on key domains of performance behaviours. These domains include: performance on a day to day basis, teamwork behaviours, interpersonal and communication skills, ethical and professional attitudes. The goal is to get (anonymous) feedback from different sources. All who interact with the trainee on a regular basis in a professional setting can be asked to contribute. The instrument can also be used for self-assessment by the trainee: this self-assessment may be used to address the ability of the trainee to predict how his/her behaviour is seen by others.

The MSF is an extremely important opportunity to identify and potentially rectify significant concerns related to the performance of the trainee, which would not be captured by the more clinically focused assessments. The assessor can choose or be instructed to fill out only 1-2 items, for instance: a patient only provides feedback on communication skills and attitude of the trainee.