

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

Comments:

Please return this form to: _____