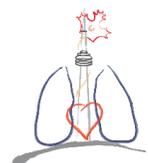


You have been asked to provide an opinion about a critical care trainee's clinical performance and professional behaviors. This information will be shared anonymously with the trainee for reflection and learning purposes. Please, complete the following form and return to the trainee in a sealed envelop.  
Thank you for your collaboration!

ICU Workplace-Based Assessment Form - Multisource Feedback					
Name of Trainee:				Date: MM / DD / YY	
Feedback Provider Role:	<input type="checkbox"/> Bedside RN	<input type="checkbox"/> Charge Nurse	<input type="checkbox"/> RT	<input type="checkbox"/> Pharmacist	
	<input type="checkbox"/> Social Worker	<input type="checkbox"/> Dietician	<input type="checkbox"/> Peer	<input type="checkbox"/> Trainee	
Exposure to Trainee:	<input type="checkbox"/> 1-2 brief encounter(s)		<input type="checkbox"/> Repeated encounters over a week	<input type="checkbox"/> Repeated encounters over many weeks	
	Regarding the following areas, this trainee requires...				
Areas of Feedback <sup>1</sup>	Significant assistance, support and review	Some constructive feedback	Mostly positive feedback	Unable to assess	COMMENTS
	Relationships With Patients / Families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication With Patients / Families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Communication With Team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Teaching Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Learning Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Organization / Efficiency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Insight / Help-Seeking Behaviors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Overall, this trainee requires...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Please, add any additional comments:					

<sup>1</sup> See on the back for a description of the areas of feedback



## <sup>1</sup> Areas for Feedback

**Relationship with Patient/Family:** Ability to develop positive relationships with the patient/family, to be trustworthy, and to encourage the patient/family to be part of the care.

**Communication with Patient/Family:** Ability to provide clear information to the patient/family in an understandable language, to encourage questions, and to display empathy.

**Communication with Team:** Ability to communicate and synthesize accurate and relevant information, to convey a management plan to team members, to assign roles and responsibilities, and to be respectful of all team members.

**Teamwork:** Ability to participate in team aspects of care, to safely hand over patient care to other team members, to use team resources effectively, and to consider and value multiple professional perspectives.

**Teaching Skills:** Ability to actively engage in teaching peers and other staff in a safe environment, and to encourage participation in formal (e.g. lecture) and informal (e.g. bedside demonstration/practice of a procedure) learning activities.

**Learning Skills:** Ability to identify opportunities for learning and improvement, to engage in collaborative learning, and to seek advice and feedback.

**Professionalism:** Commitment to high standards of behavior and ethics, including respect for patient confidentiality and privacy, and prompt responses to requests for assistance.

**Organization/Efficiency:** Ability to deliver care with optimal use of time and resources.

**Insight:** Recognition of the limits of one's experience and expertise.

