**Colleague multi source feedback (MSF) extended questionnaire**

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| Name of clinician |  |
| Job role of Appraiser |  |
| Date of MSF undertaken |  |
| Location of MSF undertaken |  |

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| --- | --- | --- | --- | --- | --- |
|  | I have concerns | below expectations | Good | Outstanding | u/c\* |
|  |  |  |  |  |  |
| 1. Diagnostic skill |  |  |  |  |  |
| 2. Performance of practical/technical procedures |  |  |  |  |  |
| 3. Management of complex clinical problems |  |  |  |  |  |
| 4. Appropriate use of resources |  |  |  |  |  |
| 5. Conscientiousness and reliability |  |  |  |  |  |
| 6. Availability for advice and help when needed |  |  |  |  |  |
| 7. Time management |  |  |  |  |  |
| 8. Commitment to improving quality of service |  |  |  |  |  |
| 9. Keeps up to date with knowledge and skills |  |  |  |  |  |
| 10. Contribution to the education and supervision of students and junior colleagues |  |  |  |  |  |
| 11. Spoken English |  |  |  |  |  |
| 12. Communication with colleagues |  |  |  |  |  |
| 13. Communication with patients, families and carers |  |  |  |  |  |
| 14. Is polite, considerate, and respectful to patients |  |  |  |  |  |
| 15. Is polite, considerate, and respectful to Colleagues of all levels |  |  |  |  |  |
| 16. Compassion and empathy towards patients and their relatives |  |  |  |  |  |
| 17. Values the skills and contributions of multi-disciplinary team members |  |  |  |  |  |
| 18. Takes the leadership role when circumstances require |  |  |  |  |  |
| 19. Delegates appropriately |  |  |  |  |  |

**\* u/c** - unable to comment

**KEY WORD -**COMMUNICATE**,** DEMONSTRATE, IDENTIFY , EVALUATE, RECOGNISE, UNDERSTANDS, PROMOTE

Please use the text box to give examples of observable behaviour to illustrate your answer. If you have answered any of the statements above with a ‘I have concerns’ rating you **must** give specific examples. This is a very important and useful part of the appraisal process. All your comments will be anonymous but will be fed-back verbatim so there is a risk of your identification from the nature of your comments.

**Highlights in performance (areas to be commended):**

**Possible suggested areas for development in performance:**