SBP1

1) **Works effectively within an inter-professional team (e.g. peers, consultants, nursing, and other health professionals)**

**Critical Deficiencies:** Refuses to recognize contributions of other inter-professional team members. Frustrates team members with inefficiency and errors. Frequently requires reminders from team to complete physician responsibilities (e.g. talk to family, enter orders)

**Novice:** Identifies roles of other team members but does not recognize how/when to utilize them as a resource. Participates in team discussion when required but does not actively seek input from other team members.

**Advanced Beginner:** Understands the roles and responsibilities of all team members but uses them ineffectively. Actively engages in team meetings and collaborative decision-making.

**Ready for unsupervised practice:** Understands the roles and responsibilities of, and effectively partners with, all members of the team. Efficiently coordinates activities of other team members to optimize care.

**Aspirational:** Develops, trains, and inspires the team regarding unexpected events or new patient management strategies. Viewed by other team members as a leader in the delivery of high-quality care.

**Critical Deficiencies:** Refuses to recognize contributions of other inter-professional team members. Frustrates team members with inefficiency and errors. Frequently requires reminders from team to complete physician responsibilities (e.g. talk to family, enter orders)

**Novice:** Identifies roles of other team members but does not recognize how/when to utilize them as a resource. Participates in team discussion when required but does not actively seek input from other team members.

**Advanced Beginner:** Understands the roles and responsibilities of all team members but uses them ineffectively. Actively engages in team meetings and collaborative decision-making.

**Ready for unsupervised practice:** Understands the roles and responsibilities of, and effectively partners with, all members of the team. Efficiently coordinates activities of other team members to optimize care.

**Aspirational:** Develops, trains, and inspires the team regarding unexpected events or new patient management strategies. Viewed by other team members as a leader in the delivery of high-quality care.

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SBP4

2) **Transitions patients effectively within and across health delivery systems.**

**Critical Deficiencies:** Disregards need for communication at time of transition. Does not respond to requests of caregivers in other delivery systems. Written and verbal care plans during times of transition are absent.

**Novice:** Inconsistently utilizes available resources to coordinate and ensure safe and effective patient care within and across delivery systems. Provides incomplete written or verbal care plans during times of transition. Provides inefficient transitions of care that lead to unnecessary expense or risk to a patient (e.g. duplication of tests, readmission)

**Advanced Beginner:** Recognizes the importance of communication during times of transition. Communicates with future caregivers but demonstrates lapses in provision of pertinent or timely information.

**Ready for unsupervised practice:** Appropriately utilizes available resources to coordinate care and manage conflicts to ensure safe and effective patient care within and across delivery systems. Actively communicates with past and future caregivers to ensure continuity of care. Anticipates needs of patient, caregivers, and future care providers and takes appropriate steps to address those needs.

**Aspirational:** Coordinates care within and across health delivery systems to optimize patient safety, increase efficiency, and ensure high-quality patient outcomes. Role models and teaches effective transitions of care.

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Critical Deficiencies: Novice Advanced Beginner Ready for Unsupervised Practice Aspirational N/A

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Critical Deficiencies: Novice Advanced Beginner Ready for Unsupervised Practice Aspirational N/A
**PBLI3**

3) **Learns and improves via feedback.**

**Critical Deficiencies:** Never solicits feedback. Actively resists feedback from others.  
**Novice:** Rarely seeks and does not incorporate feedback. Responds to unsolicited feedback in a defensive fashion. Temporarily or superficially adjusts performance based on feedback.  
**Advanced Beginner:** Solicits feedback only from supervisors and inconsistently incorporates feedback. Is open to unsolicited feedback. Inconsistently incorporates feedback.  
**Ready for unsupervised practice:** Solicits feedback from all members of the inter-professional team and patients. Welcomes unsolicited feedback. Consistently incorporates feedback. Able to reconcile disparate or conflicting feedback.  
**Aspirational:** Performance continuously reflects incorporation of solicited and unsolicited feedback. Role models ability to reconcile disparate or conflicting feedback.

- Critical Deficiencies
- Novice
- Advanced Beginner
- Ready for Unsupervised Practice
- Aspirational
- N/A

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**PROF1**

4) **Has professional and respectful interactions with patients, caregivers, and members of the inter-professional team (e.g. peers, consultants, nursing, ancillary professionals and support personnel)**

**Critical Deficiencies:** Disrespectful in interactions with patients, caregivers, and members of the inter-professional team. Sacrifices patient needs in favor of self-interest. Does not demonstrate empathy, compassion, and respect for patients and caregivers. Does not demonstrate responsiveness to patients’ and caregivers’ needs in an appropriate fashion. Does not consider patient privacy and autonomy. Unaware of physician and colleague self-care and wellness.  
**Novice:** Inconsistently demonstrates empathy, compassion, and respect for patients and caregivers. Inconsistently demonstrates responsiveness to patients’ and caregivers’ needs in an appropriate fashion. Inconsistently considers patient privacy and autonomy. Inconsistently aware of physician and colleague self-care and wellness.  
**Advanced Beginner:** Consistently respectful in interactions with patients, caregivers, and members of the inter-professional team even in challenging situations. Is available and responsive to needs and concerns of patients, caregivers, and members of the inter-professional team to ensure safe and effective patient care. Emphasizes patient privacy and autonomy in all interactions. Consistently aware of physician and colleague self-care and wellness.  
**Ready for unsupervised practice:** Demonstrates empathy, compassion, and respect to patient and caregivers in all situations. Anticipates, advocates for, and actively works to meet the needs of patients and caregivers. Demonstrates a responsiveness to patient needs that supersedes self-interest. Positively acknowledges input of members of the inter-professional team and incorporates that input into plan of care, as appropriate. Regularly reflects on, assesses, and recommends physician and colleague self-care and wellness.  
**Aspirational:** Role models compassion, empathy, and respect for patients and caregivers. Role models appropriate anticipation and advocacy for patient and caregiver needs. Fosters collegiality that promotes a high-functioning inter-professional team. Teaches others regarding maintaining patient privacy and respecting patient autonomy. Role models personal self-care practice for others and promotes programs for colleague wellness.

- Critical Deficiencies
- Novice
- Advanced Beginner
- Ready for Unsupervised Practice
- Aspirational
- N/A

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**PROF2**

5) **Accepts responsibility and follows through on tasks.**

**Critical Deficiencies:** Is consistently unreliable in completing patient care responsibilities or assigned administrative tasks. Shuns responsibility expected of a physician professional.  
**Novice:** Completes most assigned tasks in a timely manner but may need reminders or other support. Accepts professional responsibility only when assigned or mandatory.
**Advanced Beginner:** Completes administrative and patient care tasks in a timely manner in accordance with local practice and/or policy. Completes assigned professional responsibilities without questioning or the need for reminders.

**Ready for unsupervised practice:** Prioritizes multiple competing demands in order to complete tasks and responsibilities in a timely and effective manner. Willingly assumes professional responsibility regardless of the situation.

**Aspirational:** Role models prioritizing many competing demands in order to complete tasks and responsibilities in a timely and effective manner. Assists others to improve their ability to prioritize many competing tasks.

**Critical Deficiencies:**

- Dishonest in clinical interactions, documentation, research, or scholarly activity. Refuses to be accountable for personal actions. Does not adhere to basic ethical principles. Blatantly disregards formal policies or procedures. Fails to recognize conflicts of interest.

**Novice:** Honest in clinical interactions, documentation, research, and scholarly activity. Requires oversight for professional actions related to the subspecialty. Has a basic understanding of ethical principles, formal policies, and procedures and does not intentionally disregard them. Recognizes potential conflicts of interest.

**Advanced Beginner:** Honest and forthright in clinical interactions, documentation, research, and scholarly activity. Demonstrates accountability for the care of patients. Adheres to ethical principles for documentation, follows formal policies and procedures, acknowledges and limits conflict of interest, and upholds ethical expectations of research and scholarly activity. Consistently attempts to recognize and manage conflicts of interest.

**Ready for unsupervised practice:** Demonstrates integrity, honesty, and accountability to patients, society, and the profession. Actively manages challenging ethical dilemmas and conflicts of interest. Identifies and responds appropriately to lapses of professional conduct among peer group. Regularly reflects on personal professional conduct. Identifies and manages conflicts of interest.

**Aspirational:** Assists others in adhering to ethical principles and behaviors, including integrity, honesty, and professional responsibility. Role models integrity, honesty, accountability, and professional conduct in all aspects of professional life. Identifies and responds appropriately to lapses of professional conduct within the system in which he or she works.

**Communicates effectively and compassionately with patients, caregivers, and inter-professional teams during all phases of care.**

**Critical Deficiencies:** Does not demonstrate effective and compassionate verbal and written communication regarding treatment strategies for specialty disorders.

**Novice:** Inconsistently demonstrates effective and compassionate verbal and written communication regarding treatment strategies and needs assistance for, or defers, difficult discussions of terminal diagnosis and therapy unresponsiveness.

**Advanced Beginner:** Consistently demonstrates effective and compassionate verbal and written communication regarding treatment strategies for straightforward cases and is able to discuss difficult issues such as terminal diagnosis and futility of therapy.

**Ready for unsupervised practice:** Consistently demonstrates effective and compassionate communication for patients with straightforward or challenging conditions or psychosocial situations in verbal and written communication regarding treatment and issues of such as terminal diagnosis and futility of therapy.

**Aspirational:** Role models and teaches effective strategies to compassionately discuss treatment strategies, terminal diagnosis and bad new discussions.
8) **Communicates effectively in inter-professional teams (e.g. peers, consultants, nursing, and other health professionals)**

**Critical Deficiencies:** Use communication strategies that hamper or disrupt collaboration and teamwork. Resists offers of collaborative input.

**Novice:** Inconsistently engages in collaborative communication with appropriate members of team. Inconsistently employs verbal, non-verbal, and written communication strategies that facilitate collaborative care.

**Advanced Beginner:** Consistently engages in collaborative communication with appropriate members of team. Consistently employs verbal, non-verbal, and written strategies that facilitate collaborative care.

**Ready for unsupervised practice:** Consistently demonstrates leadership through collaborative communication in teams. Consistently solicits collaborative communication with all team members. Consistently communicates effectively with all referring/co-managing providers.

**Aspirational:** Role models and teaches effective collaborative communication with all team members as well as referring/co-managing providers.

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**OVERALL PERFORMANCE**

9)

<table>
<thead>
<tr>
<th>Unsatisfactory</th>
<th>Novice</th>
<th>Advanced Beginner</th>
<th>Competent</th>
<th>Proficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needs Remediation</td>
<td>Needs Close Supervision</td>
<td>Needs Moderate Supervision</td>
<td>Capable of Independent Practice</td>
<td>Completely Autonomous and Capable of Instructing Others</td>
</tr>
</tbody>
</table>

**Comments**

Remaining Characters: 5,000

[Return to Questionnaire List]