# Assessment Tool 1 – Multisource Feedback

CanMEDS Leader

## **Leadership skills in the CanMEDS Leader Role**

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### Instructions for Assessor:

* Leadership competencies can be developed over time. Using the form below, please help this learner gain insight into his/her leadership skills by providing valuable confidential feedback.
* This information will be shared with the learner in aggregate form and for the purpose of helping the learner improve his/her leadership competencies.
* Please return this form in a confidential manner to

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_by\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

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

### ASSESSMENT TOOL: RESIDENT LEADERSHIP SKILLS

| # | The learner... | 1  Never  or very  poorly | 2  Occasionally  or needs  to improve | 3  Satisfactory | 4  Consistently | 5  Highly skilled | Not  able to  comment |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1. | Asks what needs to be done and makes an effort to be helpful |  |  |  |  |  |  |
| 2. | Demonstrates commitment to the patient(s) |  |  |  |  |  |  |
| 3. | Demonstrates commitment to the organization and program |  |  |  |  |  |  |
| 4. | Demonstrates effective planning |  |  |  |  |  |  |
| 5. | Takes responsibility for decisions |  |  |  |  |  |  |
| 6. | Takes responsibility for communications |  |  |  |  |  |  |
| 7. | Focuses on opportunities rather than problems |  |  |  |  |  |  |
| 8. | Leads productive meetings |  |  |  |  |  |  |
| 9. | Demonstrates commitment to team rather than self |  |  |  |  |  |  |
| 10. | Builds and maintains my trust |  |  |  |  |  |  |
| 11. | Works to develop rapport with me |  |  |  |  |  |  |
| 12. | Empathetic to my feelings, values, preferences |  |  |  |  |  |  |
| 13. | Asks for and welcomes my questions |  |  |  |  |  |  |
| 14. | Asks for and welcomes my feedback |  |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall rating  on Leadership | 1  Very poor  leader | 2  Weak  leader | 3  Competent  leader | 4  Strong  leader | 5  Highly skilled  leader |

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

Comments:

Please return this form to: