

**North West Deanery – Attitudes and Behaviour Assessment Form**

Name  
Grade  
Hospital

**Clinical Knowledge and Expertise**

- 1 Cause for Concern
- 2 Weak
- 3 Satisfactory
- 4 Good to excellent

**Communication Skills**

- 1 Uses technical language patients do not understand; ignores what they have to say
- 2 Can be lacking in clarity and coherence when speaking to patients
- 3 Often uses lay language to help patients understand
- 4 Always speaks clearly, give patients time and checks that they understand

**Empathy and Sensitivity**

- 1 Is not sensitive to the feelings of patients and treats them in an impersonal manner
- 2 Shows some interest in the individual and occasionally re-assures patients
- 3 Usually demonstrates empathy towards patients
- 4 Always shows empathy and sensitivity, gives reassurance to the patients

**Professional Integrity and Probity**

- 1 Does not take responsibility for their actions or show integrity
- 2 Sometimes seeks to blame others for their actions
- 3 Often shows respect towards patients and demonstrates integrity
- 4 Puts patients needs before their own and takes full responsibility for own actions

**Problem Solving and Decision Making**

- 1 Misses major cues and symptoms, lets assumptions guide diagnosis
- 2 Often relies on superficial information and doesn't probe deeper
- 3 Usually thinks beyond superficial information, picks up on cues/minimal symptoms
- 4 Thinks beyond superficial information and gets to the root cause

**Organisation and Planning**

- 1 Is always late for meetings/deadlines and unable to prioritise tasks
- 2 Is often late for meetings and deadlines and disorganised with paperwork etc.
- 3 Usually able to prioritise tasks and organise paperwork
- 4 Excellent at managing time and prioritising tasks

**Learning and Development**

- 1 Reacts badly to constructive criticism or feedback, not interested own development
- 2 Needs assistance in identifying own training needs/developing personal targets
- 3 Often learns from experience, generally reacts well to constructive criticism
- 4 Actively seeks out and welcomes constructive criticism/feedback

**Managing Others and Team Involvement**

- 1 Sticks rigidly to their own agenda and doesn't negotiate
- 2 Tends to take a 'back seat' rather than participating
- 3 Good at negotiating and usually able to compromise
- 4 Is excellent at supporting and motivating others and at negotiating

**Ability to Deal with Pressure**

- 1 Loses temper easily or refuses to share workload
- 2 Finds it difficult to share workload with others or to switch off after work
- 3 Often recognises when to share workload with others, usually remains calm under pressure
- 4 Remains calm under pressure at all times, recognises when to share work load

Number of days off sick  
Number of times off sick

Comments from Educational Supervisor

Educational Supervisor (Print name)

Trainee (Print Name)

Educational Supervisor (Signature)

Trainee (Signature)

Date