



LET'S OPERATE WITH RESPECT

**PRIVATE AND CONFIDENTIAL**

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# CFEP SURVEYS REPORT

## Royal Australasian College of Surgeons (RACS) Colleague Feedback Report

Dr Bridget Clancy

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# INTRODUCTION

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Colleague Feedback Evaluation Tool is designed to help you gain insight into how your professional behaviour and practice are viewed by your colleagues. The review will enable you to compare how others perceive you as a surgeon against your personal assessment. This report includes a summary of both your self-assessment and your peers' assessment.

The results are provided in a series of tables which represent the range of responses in the assessment process.

## **Feedback**

Through using the report, you will be able to pinpoint areas where you perform well and also those areas where improvement may be required. It is advisable to take time to reflect on all the feedback provided.

## **Support**

Now that you have received the report, we encourage you to utilise your self-nominated peer support person, who can assist you in reflecting on your results and discuss any concerns identified in the survey. This person may also be able to assist you to pinpoint your strengths and developmental needs; further maximising the value of the exercise and working with you to develop potential future goals, as well as a personal and professional development plan.

## **Interpreting the report**

The results are presented in a series of tables that provide a summary of the quantitative data from your colleague feedback survey and your self-assessment data. These summaries are grouped together according to the RACS competencies, enabling you to visually compare how others perceive you as a surgeon with your personal assessment.

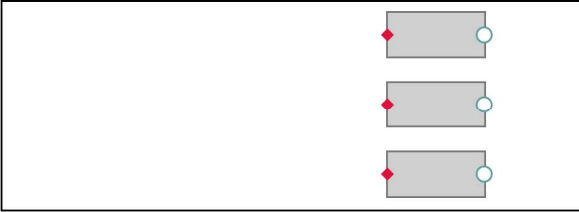
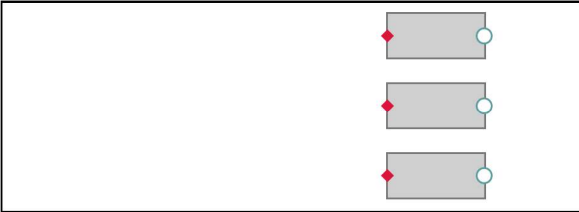

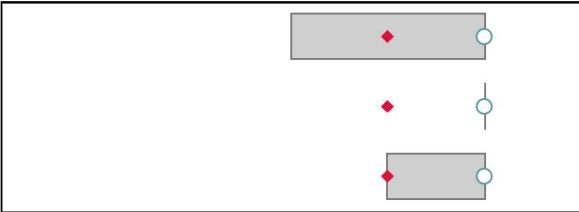
The tables illustrate the median rating achieved for each question together with your self-assessed rating. These overlay the full range of ratings received for that question. Blank and unable to comment responses are not included in the display or calculation of the median.

The median or 'middle' value is the numerical value cutting the data in half. For example, if 5 colleagues rated you on a question – with one response in each of the following; 'Excellent', 'Very good', 'Good', 'Fair' and 'Poor', the median would be 'Good'.

## **Contact**

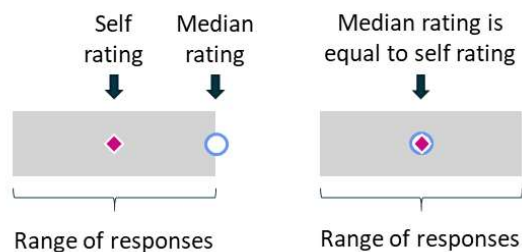
If you have any questions about interpreting your report, please contact CFEP staff on the above details. If you would like further information about the RACS Competencies or the CPD Program, please contact the CPD Team on +61 3 9249 1282 or [Professional.Standards@surgeons.org](mailto:Professional.Standards@surgeons.org).

# YOUR COLLEAGUE FEEDBACK

<p><b>Medical Expertise</b></p>	<p>Poor Fair Good Very good Excellent</p>  <p>Demonstrates medical skills and expertise</p> <p>Monitors and evaluates patient care</p> <p>Demonstrates patient centred approach to quality, risk and safety</p>
<p><b>Judgement &amp; Decision-making</b></p>	<p>Poor Fair Good Very good Excellent</p>  <p>Recognises conditions and circumstances where surgery needed</p> <p>Plans ahead and anticipates consequences</p> <p>Implements and reviews decisions</p>
<p><b>Technical Expertise</b></p>	<p>Poor Fair Good Very good Excellent</p>  <p>Maintains technical skills</p> <p>Operates safely within defined scope of practice</p>
<p><b>Professionalism</b></p>	<p>Poor Fair Good Very good Excellent</p>  <p>Demonstrates awareness and insight</p> <p>Observes ethics and probity</p> <p>Maintains personal health and wellbeing</p>

The number of colleague responses: 22

## LEGEND



# YOUR COLLEAGUE FEEDBACK



The number of colleague responses: 22

## LEGEND

