

Psychiatry Residency Training Program

Resident Evaluation Form - Outpatient Psychiatry

Resident: _____

Service: _____

Evaluated by: _____

Service Period: _____

All residents should be evaluated at least once during each rotation by the resident's supervisor for that rotation. Please evaluate this resident's progress in achieving the following objectives for this rotation:

O = Outstanding

A = Above average

P = Proficient/meets expectations

E = Emerging

N = Needs attention

NA = Not applicable/unable to assess

Patient Care

_____ Performs adequate psychiatric diagnostic interviews in an outpatient setting, including establishing rapport, eliciting important clinical information, and assessing emergent issues (e.g. suicidality, dangerousness).

_____ Includes in the assessment developmental, psychodynamic, cognitive, sociocultural, and other biopsychosocial factors contributing to the presenting symptoms and important in treatment planning.

_____ Makes appropriate multiaxial DSM-IV diagnoses in psychiatric outpatients.

_____ Develops individualized treatment plans for outpatients, integrating medication and different forms of psychotherapy as appropriate.

_____ Manages a wide variety of chronic or episodic psychiatric disorders over time, including the use of medications, crisis intervention, patient education, and psychotherapy, to maximize patient function and minimize the need for hospitalization.

_____ Uses appropriate laboratory, neuropsychological, and other testing in the diagnosis and monitoring of psychiatric outpatients.

_____ Uses collateral information (e.g. from family members, caretakers, past treatment records) in assessment and treatment, and displays understanding of associated issues of confidentiality and informed consent.

_____ Sets appropriate goals for treatment and guides the patient through the process to termination.

Knowledge

_____ Displays appropriate knowledge of treatment guidelines, best clinical practices, and clinical pathways that can be used to guide treatment planning. The resident should recognize both the importance and limitations of published research and treatment guidelines in selecting treatment interventions for particular patients.

Practice-Based Learning and Improvement

_____ Locates and critically appraises scientific literature relevant to patient care; regularly uses information technology in the service of patient care.

_____ Participates in practice-based improvement activities (CQI).

Interpersonal and Communication Skills

_____ Engages patients in treatment; maintains a basic therapeutic alliance throughout the duration of treatment.

_____ Recognizes his/her own characteristic responses to patients ("countertransference") and the effects of these responses on treatment.

_____ Works effectively as part of a multidisciplinary outpatient team, collaborating with other mental health providers involved in the care of the patient (e.g. case managers, psychologists, social workers, nurses).

Professionalism

_____ Demonstrates respect for others, compassion.

_____ Displays integrity, accountability, and an ethical approach to outpatient treatment (e.g. maintaining appropriate professional boundaries, obtaining informed consent for treatment).

_____ Demonstrates understanding of patients and their illnesses in a sociocultural context, including displaying sensitivity to patients' culture, ethnicity, age, gender, socioeconomic status, sexual minority status, and/or disabilities.

_____ Demonstrates concise, accurate, and timely record keeping.

Systems-Based Practice

- _____ Provides clinically appropriate and cost effective care.
- _____ Makes appropriate referrals for further medical or surgical evaluation, or for inpatient psychiatric care.
- _____ Appropriately advocates for quality patient care; helps patients with system complexities.
- _____ Interacts effectively with primary care providers and third party payors.

Leadership

- _____ Displays effective team leadership skills, including the ability to triage, prioritize tasks, and delegate work as appropriate.

Educational Attitude

- _____ Open to supervision; accepts constructive criticism.
- _____ Seeks direction when appropriate; eager to learn.

Observations concerning particular strengths of the resident:

Suggestions concerning additional strengths which should be developed by the resident:

Overall appraisal of the resident's performance:

- met or exceeded expectations for his/her level of training
- suggestions for improvement are being followed
- an informal review by the Site Coordination Committee could be useful
- unsatisfactory performance. I recommend:

This evaluation has been reviewed and discussed with me.

Resident Signature: _____ **Supervisor Signature:** _____

Please return this form to the Residency Training Office at Box 356560 or by fax at (206) 685-8952.