

Self Confidence Assessment

Core Competencies

Interpersonal and Communication Skills

My ability to serve as a consultant to the emergency department is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to talk with families about withdrawal of care is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

Medical Knowledge

My ability to decide when to intubate a patient is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to decide when a central line is indicated is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to decide when noninvasive ventilation is indicated is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

Using respiratory mechanics, my ability to predict weaning success from the ventilator is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

Patient Care

My ability to perform rapid large volume resuscitation is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to place a subclavian line is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to manage an emergent airway is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to manage respiratory failure with a ventilator is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to place an internal jugular line is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to choose and initiate vasopressor therapy is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My skill and comfort with actually performing withdrawal of care in the ICU is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

My ability to assess intravascular volume is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

Practice-Based Learning and Improvement

My ability to independently manage a patient who is critically ill is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

System-Based Practices

My ability to decide when a patient is safe for transport (from the ED to the MICU or from the MICU to radiology) is:

Novice	Advanced Beginner	Competent	Proficient	Expert
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
<input type="checkbox"/> No Interaction				

Figure 2: Nursing Evaluation

The resident does not recognize that a patient requires resuscitation	The resident knows that a patient requires resuscitation, but does not know how to resuscitate the patient	The resident knows that the patient requires resuscitation, but leaves out key components of resuscitation and/or does not act quickly	The resident knows that the patient requires resuscitation, but begins limited resuscitation but leaves out subtle components of resuscitation	The resident knows that the patient needs resuscitation and is skillful and timely with resuscitation.
<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Novice Advanced Beginner Competent Proficient Expert				

Practice-Based Learning and Improvement

The resident does not recognize that a patient is sick or is not available to come to the bedside of a sick patient	The resident recognizes that the patient is sick, but does not know how to treat the patient and does not call for help	The resident understands that the patient is sick, but underestimates the acuity. The resident is not aggressive with treatment and/or does not call for help	The resident recognizes that the patient is sick and begins appropriate treatment, but does not keep the faculty or fellow aware	The resident knows when a patient is sick, begins the resuscitation, and keeps faculty and/or fellow aware of the situation.
<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Novice Advanced Beginner Competent Proficient Expert				

System-Based Practices

The resident disregards the team	The resident interacts with the team but is confrontational or not respectful of members of the team	The resident listens to the team but does not contribute to the team	The resident respects the team and contributes, but does not lead the team	The resident emerges as the leader of the team and is respectful of all the members of the team
<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Novice Advanced Beginner Competent Proficient Expert				

Nursing Evaluation of Resident

Core Competencies

Interpersonal and Communication Skills

The resident avoids talking with family	The resident talks with family, but chooses inappropriate locations, uses technical language, or confuses the family	The resident talks with family and describes key events in the ICU, but does not use empathy or misses the big picture	The resident conveys appropriate information to the family empathically, but needs additional practice before being independent	The resident talks with family empathically, conveys important information within an appropriate context and is able to lead discussions independently.
<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Novice Advanced Beginner Competent Proficient Expert				

Patient Care

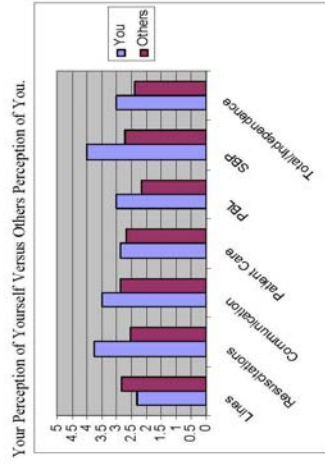
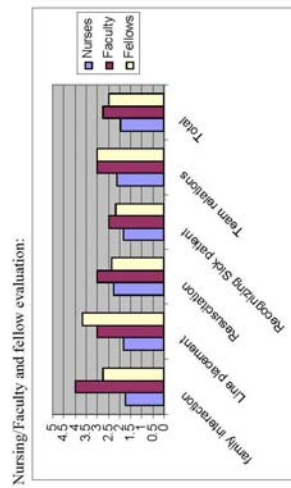
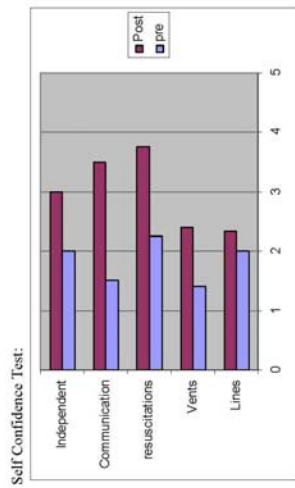
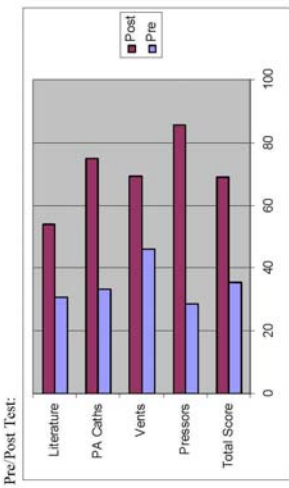
The resident does not assess the need for a central line	The resident recognizes the need for a central line but does not know how to put one in	The resident recognizes the central line and is able to place one with assistance	The resident knows that the central line is needed and can place the line slowly, but independently	The resident knows that a central line is needed and can place one quickly.
<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction	<input type="checkbox"/> No interaction
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Novice Advanced Beginner Competent Proficient Expert				

Figure 3: Sample End of the Month Evaluation

Comments:
 Fellow: "I found this [resident] enjoyable to work with. His pleasant demeanor and laughter was very much appreciated on rounds. However, I did find that he was often not available. He frequently did not participate in new patient presentations on morning rounds, and often did not pay attention to rounds on his side. It was not uncommon, then, for him to be unaware of decisions made on rounds. He often did not look up lab results until forced to do so on evening rounds and he depended on his co-residents to complete the daily work. Often he was found in the conference room surfing the web or talking on the phone, instead of wandering the floor looking at his patients. In addition, he often did not appear to understand processes—at the end of the month he was still unable to interpret an ABG or to discuss changes made or anticipated with the ventilator. While he was meticulous with his lines, he was often unsuccessful at placing them."

Fellow: "The [resident] was always available to evaluate patients and had a good mentality about the ICU work load. He was however not very efficient and was at times slow about resuscitating patients. There were some occasions when the patient was being resuscitated by the fellow when he let to go and see other patients that were not acutely ill. I think he would benefit from learning how to prioritize patients based on how sick they are and address issues faster. He is a great guy and has the potential to do better."

Faculty: "The [resident] is reasonable and interacts well with his peers. His presentations were generally on target, but needed greater precision. He had some difficulty with lines, and needed Fellow backup more frequently than expected. He interacted well with family members. At the end of the rotation, the resident still had a ways to go with regard to the basics of fluid management, hemodynamics, acid base status, and vent management. Further, the resident took longer than others to complete the tasks of the day, and sometimes missed specific elements of the plan."



Communication: talking with families, etc.
 Patient care: performing actions, such as resuscitations/lines, etc.
 PBL: Recognizing your own limits
 SBP (systems based practice): Working with teams within a healthcare system

Figure 4: Pre and Post Self Confidence Scores and Performance as seen by nurses, faculty and fellows

