

**Box 8.**

**Rubrics used for the assessment for final year medical students (source Maastricht University)**

	Below expectation	As expected	Above expectation
<p>Clinical performance</p> <p>(for instance as judged by mini-CEX)</p>	<p>Slow in taking a history and performing a physical examination. Considers Irrelevant aspects.</p> <p>Slow in making a diagnosis. Misses important conclusions.</p> <p>Frequently unable to formulate management plan and needs considerable guidance.</p>	<p>Adequate speed in taking a history and performing a physical examination. Relevant aspects are considered.</p> <p>Adequate speed in making a diagnosis. Diagnosis contains important conclusions.</p> <p>Formulates an adequate management plan for simple clinical presentations.</p> <p>Needs some guidance.</p> <p>Achieves these goals in the second half of the internship.</p>	<p>Conducts an adequate and efficient history and physical examination.</p> <p>Arrives at an accurate diagnosis within adequate time.</p> <p>Formulates an adequate management plan for simple clinical presentations.</p> <p>Needs little guidance.</p> <p>Has achieved these goals at start of the internship.</p>
<p>Professionalism</p> <p>(for instance as judged by 360 degree feedback)</p>	<p>Does not keep commitments.</p> <p>Occasionally fails to ask for supervision when this is necessary. Reacts defensively to feedback.</p> <p>Is unable to cope with stress</p> <p>Does not pay attention to his/her personal appearance.</p> <p>Frequently shows awkward behaviour or behaves disrespectfully.</p>	<p>Keeps commitments.</p> <p>Asks for supervision when this is necessary.</p> <p>Needs help in reflecting and considering alternatives and responds adequately to feedback.</p> <p>Occasionally needs help in coping with stress.</p> <p>Appropriate personal appearance; behaves respectfully.</p>	<p>Keeps commitments.</p> <p>Asks for supervision when is necessary.</p> <p>Is able to reflect critically; responds adequately to feedback and is prepared to acknowledge errors.</p> <p>Is able to cope with stress adequately.</p> <p>Looks well cared for and behaves respectfully.</p>
<p>Has critically assessed his/her performance and formulated appropriate learning goals. This is evidenced by an adequate analysis of strengths and weaknesses and the development plan.</p>	<p>Incomplete, limited or one-sided description of strengths and weaknesses in performance (e.g. only strengths or only weaknesses, limited to one competency). No explanations only lists of facts or situations.</p> <p>No learning goals, learning goals do not match the analysis or are not specific.</p>	<p>A fair number of strengths and weaknesses are not explained or explanations are limited to external attributions (for instance mini-CEX at the wrong moment)</p> <p>Some of the learning goals are not specified.</p>	<p>Above expectation (authentic, recognizable, and well explained). A good analysis of strengths and weaknesses. Internal attributions and references to evidence in the portfolio.</p> <p>Logical, detailed (based on analysis) and attainable learning goals.</p>