

**360 Feedback analysis
for
Mr Bernard Potluri
Urology
08/08/2009**

How to analyse your report

In most instances scores are very high. However, no quick assumptions or conclusions should be drawn from low scores until reasons have been explored. Below is a list of possible reasons for low scores. These have been provided for discussion and reflection. There may well be many other reasons for low scores not included in this list, but many of the more common reasons have been included.

Possible Reasons for Low Scores.

These are listed with no particular weighting: -

- Workload
- Technical support
- Team/Trust failure
- Suitability of selected assessors
- Staff shortages
- Specialty
- Personality clashes
- Personal problems / illness
- Patient case load
- Lack of training
- Lack of skills/knowledge
- Lack of information
- Lack of feedback
- Lack of awareness
- Keeping up to date
- Job structure/job role
- Honesty
- Equipment availability/failure
- Cultural issues
- Confidence
- Communication skills
- Awareness of own limitations
- Attitude
- Other (investigate)

If you need any help or have encountered a problem, please contact us on 01732 471586 or e-mail: info@360clinical.com

Facilitator Feedback Notes

Feeding back the contents of the 360 report to your colleague

Introduce the feedback session and describe your role as a facilitator to encourage reflection and personal development planning. If appropriate, consider setting some ground rules, such as confidentiality.

Seek your 360 doctor's views first - Ask questions rather than make statements.

If your 360 doctor has low scores in a particular area, do not make assumptions. There are many reasons for low scores some of which are detailed on the previous page. Low scores may be a result of workload or staff shortages. Of course, low scores may also be due to personal competence.

If there are clusters of assessors scoring below average/unacceptable, the Medical Director should be informed.

Seek 360 doctors views first: -

- What went well and why?
- What didn't go so well? and why?
- What changes would you like to see in the future?
- How will these changes be implemented?
- What will happen to reassess / monitor improvements?

Concentrate on specific areas which cause most concern e.g. high variance between self and colleagues assessments. Then focus on specific items of behaviour.

Compliment on the areas where the individual scored highly as well as address areas for improvement. Encourage the individual to build on their strengths. The graphic quantitative feedback report allows you to discuss current, sensitive issues in a direct manner. The feedback interview should be held in private, avoiding interruptions.

Stick to the facts and always avoid becoming emotional or using emotional language. For example, if a doctor has a low score in communication skills you might say 'you have scored below average to unacceptable in the communication skills element please comment on that?' instead of "you didn't do very well in communication skills did you?"

If you are looking for additional training then 360 Clinical can help. For further information please visit www.360clinical.com or contact us on telephone 01732 471586 or email info@360clinical.com

Questionnaire

The following questionnaire was distributed to peers

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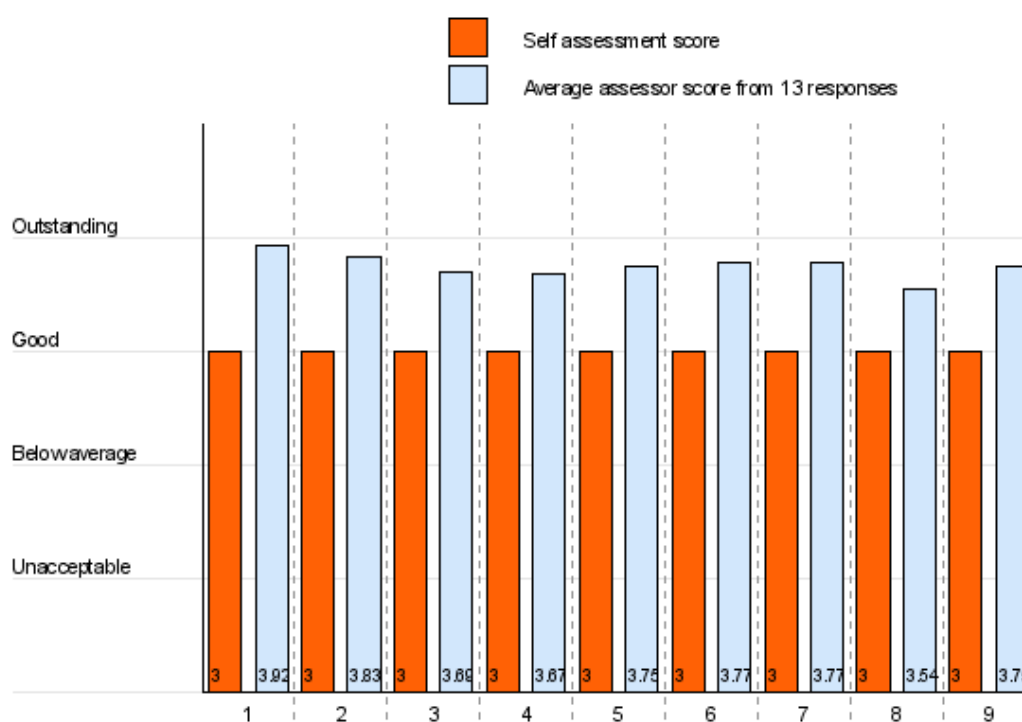
1. Clinical Assessment: Diagnostic skill; performance of practical/technical procedures
2. Patient Management: Management of complex clinical problems; appropriate use of resources
3. Reliability: Conscientious and reliable; available for advice and help when needed; time management
4. Professional Development: Commitment to improving quality of service; keeps up-to-date with knowledge and skills
5. Teaching and Training: Contributes to the education and supervision of students and junior colleagues
6. Verbal Communication: Spoken English; communication with colleagues, patients, families and carers
7. Empathy and Respect: Is polite, considerate and respectful to patients and colleagues of all levels; compassion and empathy towards patients and their relatives
8. Team Player: Values the skills and contributions of multi-disciplinary team members
9. Leadership: Takes the leadership role when circumstances require; Delegates appropriately
10. Do you have any concerns about the Probity or Health (physical or mental) of this doctor?

The question numbers correspond to the key on any graph

Summary of colleague results

Colleague assessment

Average score given for the questions below



Questions

1. Clinical Assessment: Diagnostic skill; performance of practical/technical procedures
2. Patient Management: Management of complex clinical problems; appropriate use of resources
3. Reliability: Conscientious and reliable; available for advice and help when needed; time management
4. Professional Development: Commitment to improving quality of service; keeps up-to-date with knowledge and skills
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8. Team Player: Values the skills and contributions of multi-disciplinary team members
9. Leadership: Takes the leadership role when circumstances require; Delegates appropriately

Summary of colleague results

Colleague assessment

Detailed breakdown of results showing the number of different responses for each question

Self Assessment Score

Q1. Clinical Assessment: Diagnostic skill; performance of practical/technical procedures

Unable to Comment	Unacceptable	Below average	Good	Outstanding
1	0	0	1	11

Q2. Patient Management: Management of complex clinical problems; appropriate use of resources

Unable to Comment	Unacceptable	Below average	Good	Outstanding
1	0	0	2	10

Q3. Reliability: Conscientious and reliable; available for advice and help when needed; time management

Unable to Comment	Unacceptable	Below average	Good	Outstanding
0	0	0	4	9

Q4. Professional Development: Commitment to improving quality of service; keeps up-to-date with knowledge and skills

Unable to Comment	Unacceptable	Below average	Good	Outstanding
1	0	0	4	8

Q5. Teaching and Training: Contributes to the education and supervision of students and junior colleagues

Unable to Comment	Unacceptable	Below average	Good	Outstanding
1	0	0	3	9

Q6. Verbal Communication: Spoken English; communication with colleagues, patients, families and carers

Unable to Comment	Unacceptable	Below average	Good	Outstanding
0	0	0	3	10

Q7. Empathy and Respect: Is polite, considerate and respectful to patients and colleagues of all levels; compassion and empathy towards patients and their relatives

Unable to Comment	Unacceptable	Below average	Good	Outstanding
0	0	0	3	10

Q8. Team Player: Values the skills and contributions of multi-disciplinary team members

Unable to Comment	Unacceptable	Below average	Good	Outstanding
0	0	0	6	7

Q9. Leadership: Takes the leadership role when circumstances require; Delegates appropriately

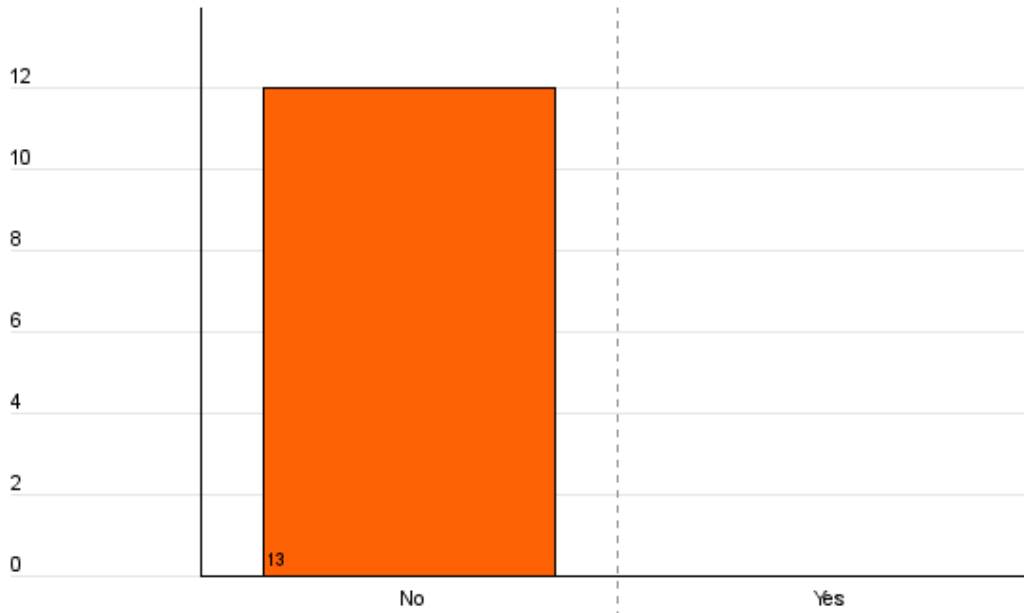
Unable to Comment	Unacceptable	Below average	Good	Outstanding
1	0	0	3	9

Summary of colleague results

Colleague assessment

Q10. Do you have any concerns about the Probity or Health (physical or mental) of this doctor?

Total responses received

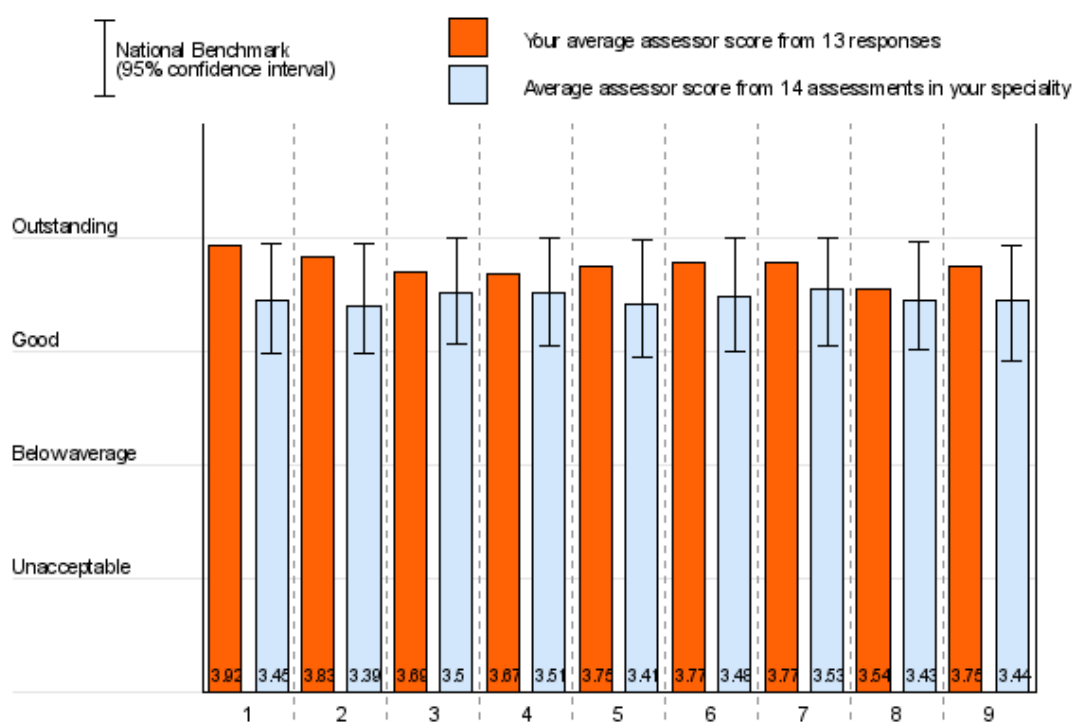


Self assessment response to this question: No

Summary of colleague results

Comparisons with your speciality - Urology

Average score given for the questions below



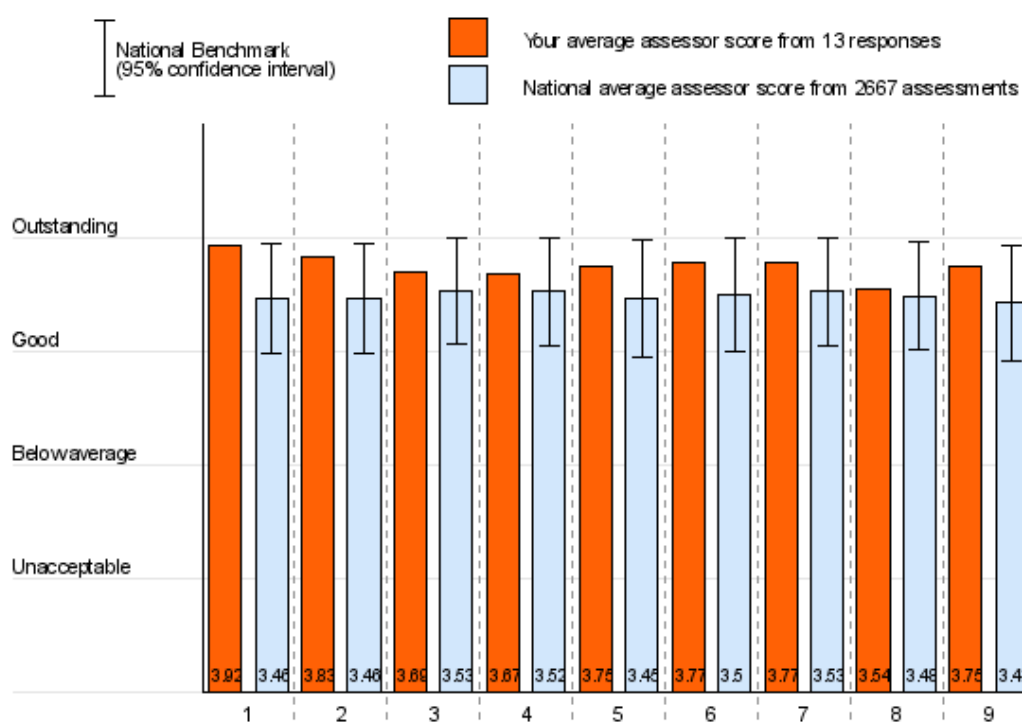
Questions

1. Clinical Assessment: Diagnostic skill; performance of practical/technical procedures
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Summary of colleague results

Comparisons with National Average

Average score given for the questions below



Questions

1. Clinical Assessment: Diagnostic skill; performance of practical/technical procedures
2. Patient Management: Management of complex clinical problems; appropriate use of resources
3. Reliability: Conscientious and reliable; available for advice and help when needed; time management
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Comments

Self assessment comments

"I take pride in punctuality and quality of care. I get letters of appreciation from patients. I keep up to date with knowledge and skills and personal development. I have excellent feedback from trainees and GP's."

Comments added by assessors

"Mr Potluri has demonstrated over many years the enormous amount of respect he generates from his patients. He is unfailingly courteous and polite and all his patients hold him in the highest esteem. He is held in high regard by his colleagues at all levels.

His English and communication skills are faultless.

Diagnostic skills are as one would expect from a Consultant of this calibre and are always considered and accurate."

"Always courteous and pleasant. I have never seen him angry or flustered. A perfect gentleman, highly respected by his patients."

"First class colleague"

"Mr Potluri is an excellent clinician who is reliable and very punctual at all times. He communicates well with colleagues, patients and relatives with respect and empathy. I have been in agreement with his patient management decisions and it is clear he makes an effort to keep up to date with current practices."

Summary of patient results

Average score given for the questions below



Questions

1. Was the doctor polite and considerate?
2. Did the doctor listen to what you had to say?
3. Did the doctor give you enough opportunity to ask questions?
4. Did the doctor answer all your questions?
5. Did the doctor explain things in a way you could understand?
6. Are you involved as much as you want to be in the decisions about your care and treatment?
7. Did you have confidence in the doctor?
8. Did the doctor respect your views?
9. If the doctor examined you, did he or she ask your permission?
10. If the doctor examined you, did he or she respect your privacy and dignity?
11. By the end of the consultation did you feel better able to understand and/or manage your condition and your care?

Summary of patient results

Detailed breakdown of results showing the number of different responses for each question

Q1. Was the doctor polite and considerate?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	0	21

Q2. Did the doctor listen to what you had to say?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	0	21

Q3. Did the doctor give you enough opportunity to ask questions?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	1	20

Q4. Did the doctor answer all your questions?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	0	21

Q5. Did the doctor explain things in a way you could understand?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	0	21

Q6. Are you involved as much as you want to be in the decisions about your care and treatment?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	0	21

Q7. Did you have confidence in the doctor?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	0	21

Q8. Did the doctor respect your views?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	0	21

Q9. If the doctor examined you, did he or she ask your permission?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
3	0	0	0	18

Q10. If the doctor examined you, did he or she respect your privacy and dignity?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
2	0	0	0	19

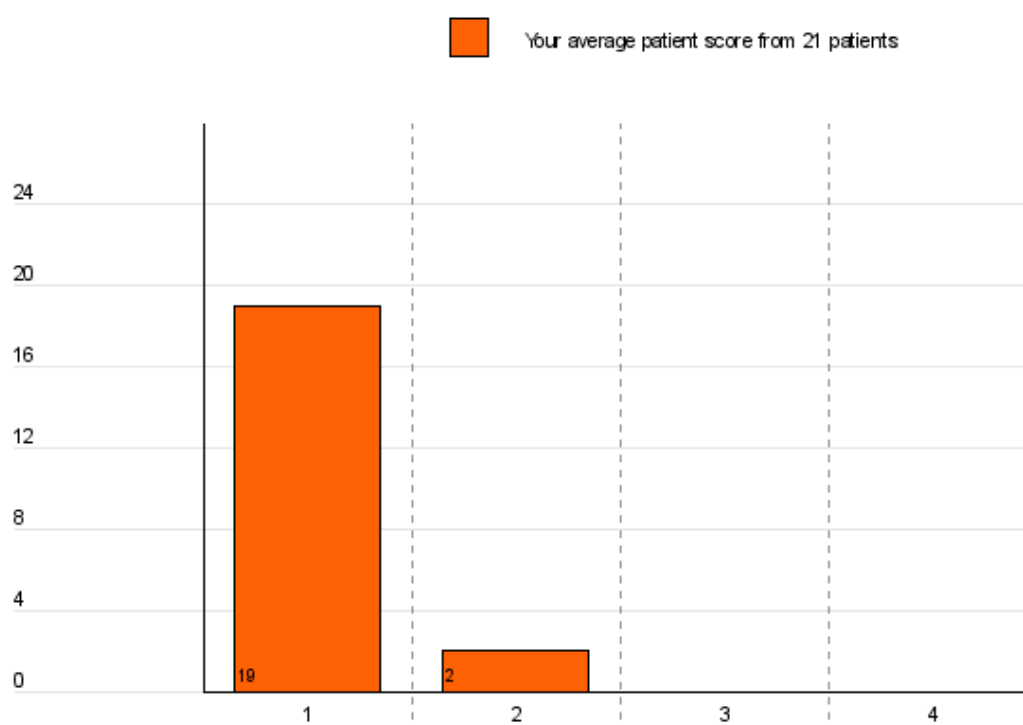
Q11. By the end of the consultation did you feel better able to understand and/or manage your condition and your care?

Does not apply	Definitely not	Not Really	Yes, to some extent	Yes, Definitely
0	0	0	2	19

Summary of patient results

Overall how satisfied were you with the doctor you saw?

Total responses received



Key

1. Very satisfied
2. Fairly satisfied
3. Nor really satisfied
4. Not at all satisfied