Self-Assessment Worksheet (Section 3 MOC credits)

Role Modeling

I am engaging in this self-assessment activity because I would like to improve the effectiveness of my role modeling. The performance questions I would like to address are: Is my role modeling effective? And how can I make it more effective?

I began by reviewing the presentation provided on the CPD website of the McGill Department of Pediatrics on effective role modeling (x) minutes. This module defines effective role modeling and describes concrete strategies that can be applied to be an effective role model in the clinical setting. During this online module, I made note of things that I believe I do well and things that I think I can do better relative to the evidence-informed standards that were presented.

What components of effective role modeling do I think I do well?

What components of effective role modeling do I think I can do better?

Subsequent to this reflection, I (select what applies) [reviewed my teaching evaluations from the last x years] [discussed my role modeling with current or former learners] [compared my teaching evaluations to a colleague regarded as an excellent role model] [discussed role modeling in my context with a colleague]. This activity took (x) minutes/hours.

Based on my self-reflection and on the above data/discussions, I plan to improve my role modeling by implementing the following:

In order to validate whether I am role modeling more effectively over the next 6-months, I intend to:

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This worksheet is based on the Practice Self-Assessment Guideline for section 3 credits provided by the RCPSC (see below).

Guidelines: Practice Self-Assessment		
Guideline	**Action**	**Example**
1. Identify an area of your practice to assess	Choose an area of your practice to assess.	**I would like to:** • Assess how I complete my patient charts before I hand them over to my colleague.
2. Identify performance question(s)	Identify specific performance question(s) you have about this area of practice (e.g. ability to communicate with patient(s), maintaining up-to-date charts, etc.).	**My specific question is:** • When I handover my patients' charts are they clear and complete?
3. Select one to three professional standards or criteria	Select one to three criteria/standards to compare your performance against (e.g., hospital guidelines, teamwork expectations, patient metrics, provincial performance data, etc.).	**I will compare how I currently complete my patient charts against:** • The hospital's standards for chart filling. • Review a peer's charts that are always successfully completed.
4. Assess your performance	Collect data on your performance from one or more sources (e.g., chart reviews, interviews, peer review and feedback, patient surveys, etc.).	**The data sources that I will use to learn more about my current performance:** • Interviews with peers • Review my peers' charts
5. Compare your current performance with the standards:	Review and analyze the data you collected about your performance in guideline #4 and compare it to the guidelines selected in guideline #3. This will help you identify gaps and learning opportunities.	**My current performance vs. Existing standards:** • My colleagues often have to ask me for more information regarding my patients' charts (the current guidelines indicate that all parts of the charts must be completed).
6. Discuss your findings with trusted peer(s)	Share and discuss your findings with trusted colleagues, peers, or mentors to get input and feedback on the gaps/opportunities you identified and plan for next steps.	**I will collect and review feedback from:** • Colleagues
7. Identify the next steps for practice improvement	Use the data and feedback you collected on your performance to identify the actions you will take to close the gap between your current performance (guideline #4) and your desired performance (guideline #5) (e.g. additional learning, modifications to a practice process etc.).	**The self-assessment of my practice identified that:** • I need to relay information more clearly and I have to complete the patient charts with more care. **Next steps:** • Step 1: for the next 3 months, my colleague will review some of my charts for completion and clarity, before I do a handover. • Step 2: I will re-survey my colleagues after six months to measure my progress (e.g. ensure that I've made and sustained the improvements).
8. Document this process and the outcomes in your MAINPORT ePortfolio	Time spent on guidelines # 1 through #7 can be claimed under Section 3: Practice Assessment.	I spent 2 hours reviewing the feedback received from my colleague, and I created a plan of action for improvement. I will claim this activity in my MAINPORT account under Section 3: Practice Assessment