

## Guide for filling out the Trainee Self-Assessment

Before filling out the Multi-Consultant Report (MCR) trainee self-assessment online, you might like to consider these points:

**The Generic Professional Capabilities (GPCs)** - The GPCs encapsulate the principles and professional responsibilities of all doctors as set out in Good Medical Practice. The nine domains represent the essential capabilities that underpin professional medical practice in the UK.

Making a realistic assessment of your professional capabilities is vital. Often it can be helpful to ask other people their impressions of your professional skills. For example, it may help to ask your supervisors or your patients for their feedback. Your multi-source feedback assessment is also a good indicator of your strengths and development needs.

Reflections about yourself as well as thinking about how others view you as a surgeon and as a person, will help you fill out this self-assessment. Asking honest questions both of yourself and others, will foster a better understanding of your professional qualities. Here are some examples -

### **Focus on Self**

- *What is my professional behaviour like at work?*
- *Am I conscientious, keeping up to date with self-development?*
- *Do I consider my team members?*
- *Do I do the best I can for my patients?*
- *Is my language considerate of others?*
- *Can I respond to criticism in a positive way?*
- *Can I adjust my behaviour accordingly?*
- *Do I have a good control of my negative emotions?*

### **Focus on Other**

- *How do I think others view my behaviour at work?*
- *How do I think they would complete the GPCs about me?*
- *Would my patients and colleagues consider me a professional person?*
- *Would others think of me as a good example of a trainee surgeon?*
- *Do others at work feel comfortable around me?*

**Capabilities in Practice (CiPs)** are holistic, high-level outcomes aimed at helping trainees to better understand what is expected of them in their training programme and particularly at the end of training.

Again, having a realistic understanding of your current level of capability is vital. This includes a realistic assessment of the supervision level you currently require with regard to each CiP. A realistic assessment is neither being over-confident nor equally, under-confident. Instead, it is finding the accurate, middle ground reflected in other peoples' views of your skills. After looking at the CiP descriptors, it may help, once again, to ask others as well as yourself some honest questions, such as these:

### **Focus on Self**

- *Do I feel confident choosing an accurate supervision level for each CiP?*
- *Would I be able to cope if something unexpected happened?*
- *Could I carry on competently if my supervisor left the room?*
- *Is my self-doubt making me underestimate my technical skills?*
- *Do I think I'm boasting if I give myself a high supervision level?*
- *Am I too embarrassed to write bad comments about myself?*

### **Focus on Other**

- *How would my patients/colleagues rate me on the supervision levels for the CiPs?*
- *What sort of comments would they write?*
- *What supervision levels do I think my supervisors would give me?*
- *What comments would my supervisors write?*
- *Would my supervisor be satisfied with my current supervision level for my stage of training?*
- *What would my supervisors say about my skill level progress?*

### **Formative Tools - The MCR and self- assessment**

The underlying aim of the MCR and self- assessment is self-development. Therefore, marking any competency areas that you think need development is contributing to your skill progression. It shows that you have insight into your limitations. Highlighting areas of development indicates that more work in some areas is needed. It is a signpost for future progress and does not necessarily mean that there are areas of concern. Equally, positive comments in your self-assessment can also indicate insight. If you are demonstrating excellence in a certain area, give examples to justify your comments. Being confident in saying what you are good at does not mean you need to be an expert.

A main purpose of the MCR and the self-assessment is to provide trainees with structured, formal feedback. Therefore, think of your self-assessment as contributing to that feedback – it is an ongoing collaboration between you and your clinical supervisor. Your completed self-assessment will form the basis of your discussions together. This self-assessment will, therefore, assist in your development as a competent surgeon.