

GENERIC INDICATORS FOR TARGETED ASSESSMENT DOMAINS

1. DATA-GATHERING, TECHNICAL & ASSESSMENT SKILLS: *Gathering & using data for clinical judgement, choice of examination, investigations & their interpretation. Demonstrating proficiency in performing physical examinations & using diagnostic and therapeutic instruments (Blueprint: Problem-solving skills, Technical Skills)*

Positive Indicators

- Clarifies the problem & nature of decision required
- Uses an incremental approach, using time and accepting uncertainty
- Gathers information from history taking, examination and investigation in a systematic and efficient manner.
- Is appropriately selective in the choice of enquiries, examinations & investigations
- Identifies abnormal findings or results & makes appropriate interpretations

- Uses instruments appropriately & fluently
- When using instruments or conducting physical examinations, performs actions in a rational sequence

Negative Indicators

- Makes immediate assumptions about the problem
- Intervenes rather than using appropriate expectant management
- Is disorganised/unsystematic in gathering information
- Data gathering does not appear to be guided by the probabilities of disease.
- Fails to identify abnormal data or correctly interpret them

- Appears unsure of how to operate/use instruments
- Appears disorganised/unsystematic in the application of the instruments or the conduct of physical examinations

2. CLINICAL MANAGEMENT SKILLS: *Recognition & management of common medical conditions in primary care. Demonstrating a structured & flexible approach to decision-making. Demonstrating the ability to deal with multiple complaints and co-morbidity. Demonstrating the ability to promote a positive approach to health (Blueprint: Primary Care Management, Comprehensive approach)*

Positive Indicators

- Recognises presentations of common physical, psychological & social problems.
- Makes plans that reflect the natural history of common problems
- Offers appropriate and feasible management options
- Management approaches reflect an appropriate assessment of risk
- Makes appropriate prescribing decisions
- Refers appropriately & co-ordinates care with other healthcare professionals

- Manages risk effectively, safety netting appropriately
- Simultaneously manages multiple health problems, both acute & chronic
- Encourages improvement, rehabilitation, and, where appropriate, recovery.
- Encourages the patient to participate in appropriate health promotion and disease prevention strategies

Negative Indicators

- Fails to consider common conditions in the differential diagnosis
- Does not suggest how the problem might develop or resolve
- Fails to make the patient aware of relative risks of different approaches
- Decisions on whether/what to prescribe are inappropriate or idiosyncratic.
- Decisions on whether & where to refer are inappropriate.
- Follow-up arrangements are absent or disjointed

- Fails to take account of related issues or of co-morbidity
- Unable to construct a problem list and prioritise
- Unable to enhance patient's health perceptions and coping strategies

3. INTERPERSONAL SKILLS *Demonstrating the use of recognised communication techniques to gain understanding of the patient's illness experience and develop a shared approach to managing problems. Practising ethically with respect for equality & diversity issues, in line with the accepted codes of professional conduct. (Blueprint: Person-Centred Approach, Attitudinal Aspects)*

Positive Indicators

- Explores patient's agenda, health beliefs & preferences.
- Appears alert to verbal and non-verbal cues.
- Explores the impact of the illness on the patient's life
- Elicits psychological & social information to place the patient's problem in context
- Works in partnership, finding common ground to develop a shared management plan
- Communicates risk effectively to patients
- Shows responsiveness to the patient's preferences, feelings and expectations
- Enhances patient autonomy
- Provides explanations that are relevant and understandable to the patient

- Responds to needs & concerns with interest & understanding
- Has a positive attitude when dealing with problems, admits mistakes & shows commitment to improvement.
- Backs own judgment appropriately
- Demonstrates respect for others
- Does not allow own views/values to inappropriately influence dialogue
- Shows commitment to equality of care for all
- Acts in an open, non-judgmental manner
- Is cooperative & inclusive in approach

- Conducts examinations with sensitivity for the patient's feelings, seeking consent where appropriate

Negative Indicators

- Does not inquire sufficiently about the patient's perspective / health understanding.
- Pays insufficient attention to the patient's verbal and nonverbal communication.
- Fails to explore how the patient's life is affected by the problem.
- Does not appreciate the impact of the patient's psychosocial context
- Instructs the patient rather than seeking common ground
- Uses a rigid approach to consulting that fails to be sufficiently responsive to the patient's contribution
- Fails to empower the patient or encourage self-sufficiency
- Uses inappropriate (e.g. technical) language

- Shows little visible interest/understanding, lacks warmth in voice/manner
- Avoids taking responsibility for errors
- Does not show sufficient respect for others.
- Inappropriately influences patient interaction through own views/values
- Treats issues as problems rather than challenges
- Displays inappropriate favour or prejudice
- Is quick to judge
- Appears patronising or inappropriately paternalistic

- When conducting examinations, appears unprofessional and at risk of hurting or embarrassing the patient