

**Example A** 1 June 2011

## Part B: Comments Report

This report contains responses to all open-ended questions. The report should be reviewed along with Part A: Self & Colleague Feedback Report.

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## Domain 1: Knowledge, Skills and Performance

### *Peers*

Very knowledgeable in his field.

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Example A can show great leadership at times. He appears to consult highly appropriately around patients with difficult or complex problems, and is an excellent clinical opinion. He is very decisive and has a thorough knowledge. He is a highly skilled doctor. Sometimes he can be a bit brusque, and he could improve by being more patient and understanding.

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## Domain 2: Safety and Quality

### *Peers*

There is no doubt that he has patients' interests at heart. His high level of knowledge & skill, and his clinical acumen ensure that he acts with a high degree of safety and quality.

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## Domain 3: Communication, Partnership and Teamwork

### *Peers*

Example A occasionally takes on too much work and as a result becomes engrossed in his own agenda. He always does what he thinks is right and can argue his corner well, he has become better at listening to people. He may not realise that his dominant personality can intimidate others and be counter productive sometimes. He should take pause and reflect more often.

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He can frequently demonstrate dynamic leadership and decisiveness. He shows much respect for peers and colleagues. His surety sometimes might inhibit others from contributing as much as they might like to.

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Keen to promote team approach.

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## Professional integrity

### *Peers*

Like anyone else it is important to recognise one's limits particularly when you are physically or emotionally drained.

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## Summary

Finally, what is the single most important recommendation you would make to help your colleague improve his/her performance?

### *Peers*

You are an accomplished experienced doctor. You don't need to keep pushing your accomplishments and achievements, they will speak for themselves, relax, lighten up and focus on giving other people credit where it is due perhaps.

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Perhaps to work on the softer interpersonal and listening skills especially with junior members of the team

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### *Support / Junior Colleagues*

This would be not to change any part of his working practices within our office, as these work efficiently, from my point of view.

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Try not to take on too much work.

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