



**DEPARTMENT OF ORTHOPAEDIC SURGERY  
RESIDENT APPLICANT EVALUATION FORM**

APPLICANT'S NAME \_\_\_\_\_

EVALUATOR'S NAME & TITLE \_\_\_\_\_

*Please rank the applicant in terms of all the applicants that you have known during your career.*

<b>INITIATIVE</b>					
Not observed  <b>0</b>	Not well motivated. Unproductive; avoids 'doing' whenever possible.  <b>1</b>	Just getting by; accepts requests but frequently fails to follow through.  <b>2</b>	Carries own share of the ward load; accepts requests and sometimes volunteers.  <b>3</b>	Does more than own share of the work; frequently volunteers.  <b>4</b>	Exceptionally hard worker. Conscientious. Volunteers and is willing to take on extra work.  <b>5</b>
<b>DEPENDABILITY AND ATTENDANCE</b>					
Not observed  <b>0</b>	Usually absent or tardy. Cannot be counted on for adequate patient care.  <b>1</b>	Usually present but sometimes sporadic in attendance or tardy. Gives patient less than minimal care.  <b>2</b>	Present and conscientious in patient care.  <b>3</b>	Always present and punctual in giving the patient complete care.  <b>4</b>	Always present and punctual. Spends additional time in ward providing optimal patient care.  <b>5</b>
<b>KNOWLEDGE (Both Basic Science and Anatomy)</b>					
Not observed  <b>0</b>	Shows very inadequate knowledge related to the patient's problems.  <b>1</b>	Shows less than minimal amount of knowledge related to the problems.  <b>2</b>	Shows adequate comprehension of basic medical principles and relates them to patient's problems.  <b>3</b>	Shows complete knowledge of basic medical principles and displays great insight in relating them to the patient's problems.  <b>4</b>	Demonstrates intellectual aggressiveness which qualifies him/her as the local expert on patient's problems.  <b>5</b>
<b>TEAM PARTICIPATION</b>					
Not observed  <b>0</b>	Member of the team whose behavior undermines team effort.  <b>1</b>	Member of the team whose behavior sometimes undermines team effort.  <b>2</b>	An active member of the team who works well with the other members.  <b>3</b>	An active member of the team who elicits the cooperation of others.  <b>4</b>	An exceptionally active member of the team whose leadership qualities are sought by others.  <b>5</b>
<b>PROFESSIONAL RELATIONSHIPS</b>					
Not observed  <b>0</b>	Behavior is unacceptable to colleagues; does not cooperate; makes a poor impression.  <b>1</b>	Behavior usually acceptable to colleagues; cooperates when necessary; makes little impression.  <b>2</b>	Maintains acceptable and workable coworker relationships.  <b>3</b>	Establishes atmosphere of mutual respect and dignity with coworkers.  <b>4</b>	Commands admiration and respect of coworkers; conduct sells self as a true professional.  <b>5</b>



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<b>RELATIONSHIP WITH PATIENTS</b>					
Not observed  <b>0</b>	Unable to establish appropriate rapport with the patient.  <b>1</b>	Fair rapport established; sometimes seems to be a lack of communication.  <b>2</b>	Good rapport, listens and communicates his/her concern for the patient's problems.  <b>3</b>	Not only listens and communicates well, but instills confidence in his/her abilities.  <b>4</b>	Professional attitude convinces the patient of his/her expertise and puts the patient completely at ease.  <b>5</b>
<b>MOTOR SKILLS</b>					
Not observed  <b>0</b>	Inept  <b>1</b>	Technically poor, but manages.  <b>2</b>	Average capability.  <b>3</b>	'Good Hands.' Rapid and precise.  <b>4</b>	Potential to be a surgeon.  <b>5</b>
<b>MORAL VALUES AND ETHICS</b>					
Not observed  <b>0</b>	Known to have participated in immoral or unethical acts. (Please explain below.)  <b>1</b>	Moral values and activities questionable.  <b>2</b>	Good moral values and judgement.  <b>3</b>	Ethically and morally sound.  <b>4</b>	Highest order of morality and ethics.  <b>5</b>

I would rate this applicant:

- Superior.* This applicant is especially unique or is superior to 90% of his/her peers.
- Above average.* This applicant can be expected to perform well above average but he/she is not especially unique or superior.
- Average.* This applicant is fully qualified for the position for which he/she is applying and has the potential to become a competent orthopaedic surgeon.
- Below average.* This applicant is worthy of consideration but has weaknesses described below which may require special supervision and/or education.
- Not recommended or recommended with significant reservations.* This applicant has demonstrated weaknesses described below which are such that he/she is not qualified for the position for which he/she is applying or are such that it is unlikely that he/she will become a competent, sound orthopaedic surgeon.

Additional Comments:

SIGNATURE

DATE