

# Multisource Feedback Colleague Questionnaire

## CLINICAL VERSION

### 1. Takes responsibility for own nursing actions.

Relevant Professional Standard Indicators:

*1.1 Is accountable and takes responsibility for own nursing actions and professional conduct.*

*4.3 Demonstrates honesty and integrity.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

### 2. Acknowledges the limits of own knowledge or ability.

Relevant Professional Standard Indicators:

*1.2 Functions within own level of competence, within the legally recognized scope of practice and within all relevant legislation.*

*2.2 Knows how and where to access information to support the provision of safe, competent and ethical client care.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**3. Shows initiative for own learning.**

Relevant Professional Standard Indicators:

*1.3 Assesses own practice and undertakes activities to improve practice and meet identified learning goals on an ongoing basis.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**4. Participates in changes to improve health services and/or nursing practice.**

Relevant Professional Standard Indicators:

*1.4 Takes action to promote the provision of safe, appropriate and ethical care.*  
*3.7 Participates in changes that promote evidence-based nursing practice.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**5. Uses honesty and tact when conveying information.**

Relevant Professional Standard Indicators:

*2.13 Communicates appropriately in interactions with clients, colleagues, students, and others.*  
*4.7 Promotes and maintains respectful communication in all professional interactions.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

6. Uses clear verbal communication (e.g. language, speed, amount of information).

Relevant Professional Standard Indicators:

3.1 *Communicates, collaborates, and consults with clients and other members of the health care team about the client's care.*

2.13 *Communicates appropriately in interactions with clients, colleagues, students, and others.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

7. Listens and responds to others respectfully.

Relevant Professional Standard Indicators:

2.13 *Communicates appropriately in interactions with clients, colleagues, students, and others.*

4.7 *Promotes and maintains respectful communication in all professional interactions.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

8. Composes clear and useful written communication (e.g. emails, policies, educational materials, research papers).

Relevant Professional Standard Indicators:

2.6 *Communicates client status, using verifiable information, in terminology used in the practice setting.*

3.1 *Communicates, collaborates, and consults with nurses and other members of the health care team about the provision of health services.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**9. Consults with nurses and others when indicated.**

Relevant Professional Standard Indicators:

*3.1 Communicates, collaborates, and consults with nurses and other members of the health care team about the provision of health services.*

*3.6 Guides, directs and seeks feedback from staff and others involved in the planning, delivery, and evaluation of health care services as appropriate.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**10. Collaborates with others to support the provision of health services.**

Relevant Professional Standard Indicators:

*3.1 Communicates, collaborates, and consults with nurses and other members of the health care team about the provision of health services.*

*3.6 Guides, directs and seeks feedback from staff and others involved in the planning, delivery, and evaluation of health care services as appropriate.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**11. Shows willingness to guide or teach others.**

Relevant Professional Standard Indicators:

*3.6 Guides, directs and seeks feedback from staff and others involved in the planning, delivery, and evaluation of health care services as appropriate.*

*2.12 Shares nursing knowledge with clients, colleagues, students, and others.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**12. Treats colleagues in a respectful manner.**

Relevant Professional Standard Indicators:

*4.8 Treats colleagues, students and other health care workers in a respectful manner; addresses concerns related to disrespectful behaviour in the workplace.*

*4.9 Recognizes and respects the contribution of others on the health care team.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**13. Treats students in a respectful manner.**

Relevant Professional Standard Indicators:

*4.8 Treats colleagues, students and other health care workers in a respectful manner; addresses concerns related to disrespectful behaviour in the workplace.*

*4.9 Recognizes and respects the contribution of others on the health care team.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**14. Treats clients and their families with respect.**

Relevant Professional Standard Indicators:

*4.7 Promotes and maintains respectful communication in all professional interactions; guides others to do the same.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**15. Maintains confidentiality of client and/or other sensitive information.**

Relevant Professional Standard Indicators:

*4.5. Protects client privacy and confidentiality; educates others to protect client privacy and confidentiality.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**16. Establishes appropriate boundaries in professional relationships.**

Relevant Professional Standard Indicators:

*4.13 Initiates, maintains and terminates relationships in an appropriate manner.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**17. Takes action to address ethical issues.**

Relevant Professional Standard Indicators:

*4.12 Identifies ethical issues; consults with the appropriate person or body; takes action to resolve and evaluates the effectiveness of actions.*

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

**18. Demonstrates the professional behaviour expected of a nurse.**

"Nurse" refers to all BCCNM nursing registrants, including: licensed practical nurses, nurse practitioners, registered nurses, registered psychiatric nurses, licensed graduate nurses, employed student nurses, and employed student psychiatric nurses.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Examples or comments for your colleague that reflect this professional behaviour.

Is there anything else you would like to tell your colleague about their professional behaviours?

E.g. their strengths or areas for professional improvement.