

# Multisource Feedback Colleague Questionnaire

#### **CLINICAL VERSION**

1.	<b>Takes</b>	responsibility	for own	nursina	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.

-	0	0	0	0	0	0			
	Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable			
I	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.

0	0	c	c	C	0
Rarely	Sometimes 55%	Often	Usually	Regularly	Not
Less than 50%		65%	75%	85%	Applicable

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

0	c	c	0	c	O
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	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.

0	C	0	o 1	C	О
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	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.

0	0	0	0	0	0
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	Applicable

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

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

0	0	c	c	c	0
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	Applicable

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# 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.

0	0	C	0	c	0
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	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.

0	0	0	0	0	0
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	Applicable

Consults with nu	rses and others v	when indicated.			
	ional Standard Ind				
3.1 Communicate about the provision			nurses and other	members of the f	nealth care te
3.6 Guides, directs			nd others involve	d in the plannina.	deliveru, and
evaluation of hea				are presenting,	g,
	_		_		_
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Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable
Examples or con			eflect this profess	sional behaviour.	Applicable
Examples or con  Collaborates with	h others to suppo ional Standard Ind s, collaborates, ar on of health servic s and seeks feedb	ort the provision licators: nd consults with ces.	of health service	es.	nealth care te
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Collaborates with Relevant Profession 3.1 Communicate about the provision 3.6 Guides, directs	h others to suppo ional Standard Ind s, collaborates, ar on of health servic s and seeks feedb	ort the provision licators: nd consults with ces.	of health service	es.	nealth care te

#### 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.

0	c	c	0	0	0
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	Applicable

Examples or comments for	our colleague that reflect this	professiona	behaviour
Examples of Comments for	Jour Colleague trial reflect triis	DI OLGSSIOLIE	at Dellavioui.

# 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.

0	0	C	C	C	0
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	Applicable

Examples or comments t	for vo	ur colle	eague th	nat reflect t	his pro	fessional	. behaviou

#### 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.

0	c	C	0	C	C
Rarely	Sometimes	Often	Usually	Regularly	Not
Less than 50%	55%	65%	75%	85%	Applicable

Examples or con	nments for your	colleague that re	flect this profess	sional behaviour	
Treats clients an Relevant Profess 4.7 Promotes and do the same.	ional Standard Inc	dicators:	tion in all professi	ional interactions	;; guides others to
0	0	0	0	0	0
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable
Examples or con	nments for your	colleague that re	flect this profess	sional behaviour	
Maintains confidence Relevant Profession 4.5. Protects clier confidentiality.	ional Standard Inc	dicators:			cy and
0	C	C	0	0	0
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable
Examples or con	nments for your	colleague that re	flect this profess	sional behaviour	
Establishes appr Relevant Profess 4.13 Initiates, mail	ional Standard Ind	dicators:	·	e manner.	
0	0	0	0	0	0
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable

Relevant Profession		sues.			
4.12 Identifies ethic		ts with the appro	opriate person or	body; takes actio	n to resolve a
0	0	0	0	0	0
Rarely Less than 50%	Sometimes 55%	Often 65%	Usually 75%	Regularly 85%	Not Applicable
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	iments for vour c	colleague that re	eflect this profes	sional benaviour.	
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,		ehaviour expecte	ed of a nurse.		
Demonstrates the "Nurse" refers to a	e professional be Ill BCCNM nursing	registrants, incl	uding: licensed pi		
<b>Demonstrates the</b> "Nurse" refers to a registered nurses,	e professional be Ill BCCNM nursing registered psych	registrants, incl iatric nurses, lice	uding: licensed pi		
Demonstrates the "Nurse" refers to a registered nurses, employed student	e professional be Il BCCNM nursing registered psych t psychiatric nurse	g registrants, incli iatric nurses, lice es.	uding: licensed poensed graduate no	urses, employed s	tudent nurses
<b>Demonstrates the</b> "Nurse" refers to a registered nurses,	e professional be Ill BCCNM nursing registered psych	registrants, incl iatric nurses, lice	uding: licensed pi		
Demonstrates the "Nurse" refers to a registered nurses, employed student	e professional be Ill BCCNM nursing registered psych t psychiatric nurse C	g registrants, incli iatric nurses, lice es. Often	uding: licensed po ensed graduate no C Usually	urses, employed s  C  Regularly	Not
Demonstrates the "Nurse" refers to a registered nurses, employed student	e professional be Il BCCNM nursing registered psych t psychiatric nurse	g registrants, incli iatric nurses, lice es.	uding: licensed prensed graduate no	urses, employed s	tudent nurses
Demonstrates the "Nurse" refers to a registered nurses, employed student  Rarely Less than 50%	e professional be ill BCCNM nursing registered psych t psychiatric nurse Sometimes 55%	o registrants, incluiatric nurses, lice es.  Often 65%	uding: licensed prensed graduate no C Usually 75%	Regularly 85%	Not Applicable
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