

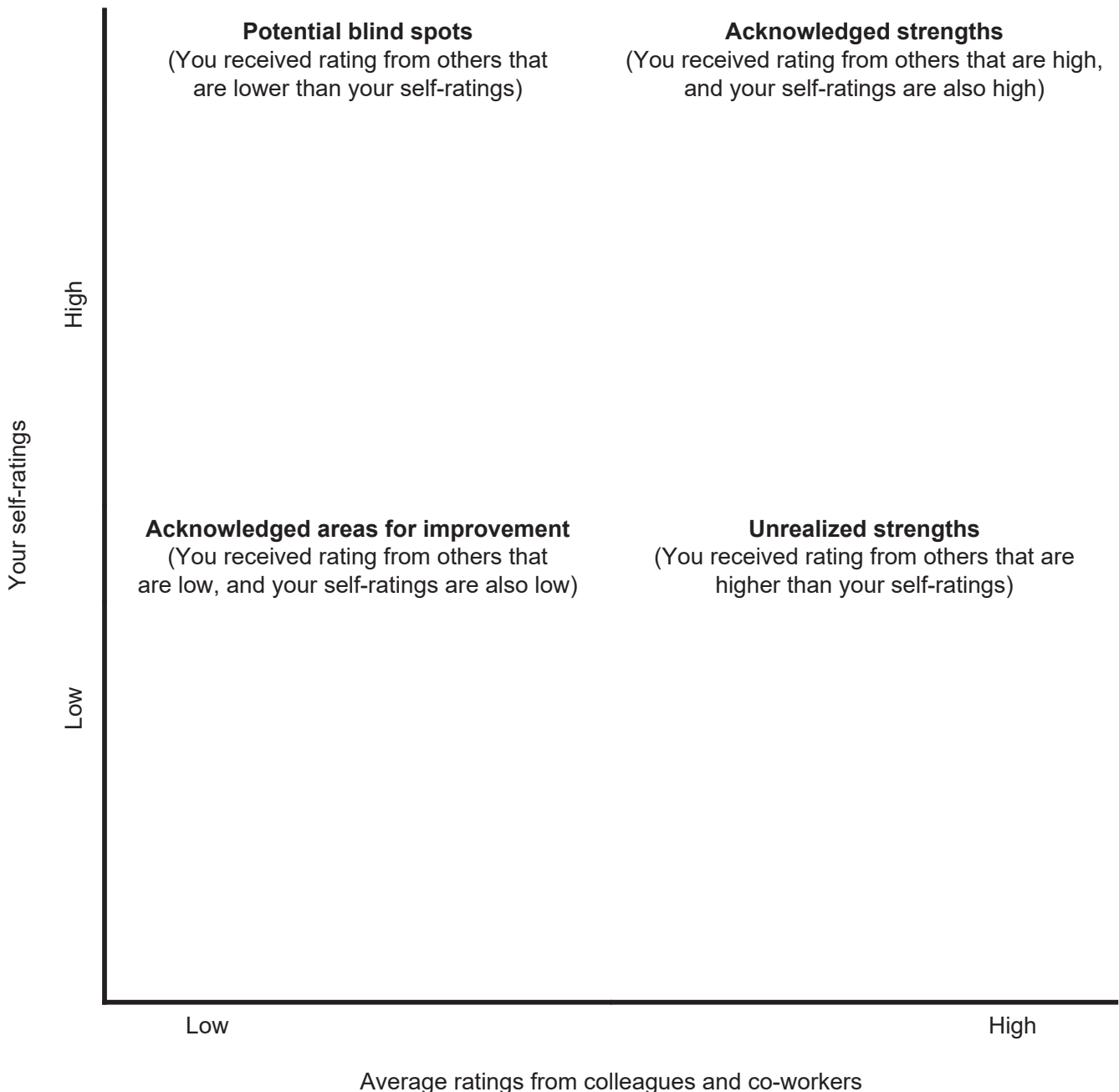
TO BE COMPLETED FOR SUBMISSION TO THE ASSESSOR

SECTION 3: REFLECTING ON YOUR REPORT

This is a feedback activity designed to help you reflect and understand the data (e.g. are there gaps between how you see yourself and how others see you?), and some questions to help you identify an opportunity for improvement and to create an actionable plan for yourself.

How you see yourself and how others see you

Referencing the table above that shows how your self-ratings compare to your colleagues, co-workers, and patients. Identify items where you received ratings from others that were substantially (more than 1 point) higher or lower than your self-ratings and items where there is agreement. Based on these items you identified in your profile, please note the following.



1. Did you find many differences between how you see yourself and how others see you?

2. What were your initial reactions to these differences?

3. Based on these differences, what area might you like to target for improvement?

What others see as your strengths and areas for improvement

Look back at graphs showing how your physician colleague, non-physician co-workers, and patients rated your communication, collaboration, and professional behaviours.

1. For each respondent group, can you hypothesize why your highest rating was high?

2. For each respondent group, can you hypothesize why your lowest rating was low?

3. Do you detect any consistencies or patterns when you look at your ratings across the groups?

4. Based on these consistencies or patterns, are there any areas identified that you would like to target for improvement?