

Markham FHT - Lead Physician Performance Review

Thank you for agreeing to participate in the performance appraisal process for the MFHT's Lead Physician. We value your input and appreciate the time you are giving to assist us. Please complete the following survey by XXXXXX, 2015. Your responses will be held in confidence and will be used in summary form so as not to be attributable to you. Please review the MFHT 360 policy as to the purpose / desired outcome of these exercises. These reviews are meant to be developmental in nature for those receiving them.

Please use the following rating system definitions:

Strongly agree : an outstanding strength

Agree : a strength

Neutral : is competent

Disagree : needs improvement

Strongly disagree ; needs significant improvement

N/A (not applicable): There will be times when you do not have the knowledge necessary to comment on a given attribute or question. Please indicate N/A in these circumstances.

Please note that if the first link provided works you will not have to log in. The login information is only in case the first link doesn't work and you have to cut and paste the second one into your browser. Also at the end of the survey when you hit the logout button, an empty log in screen appears. Please ignore this.

Once again, thank you for your time!

To gain access to Markham Family Health Team's Survey, please follow the link below:

Click [HERE](#) to take the survey.

The link will bring you right to your confidential survey. Please click it to provide us with your feedback. If this link does not work, we have provided a username and password for you to manually log in. If the above link is not clickable, copy and paste the following address into your browser:

[https://surveys.hrdownloads.com/takeSurvey/Markham Family Health Team/g6N3JGBBy](https://surveys.hrdownloads.com/takeSurvey/Markham%20Family%20Health%20Team/g6N3JGBBy)

This username and password gives you back up access to the survey.

Login Details:

Username: **Markham Family Health Team**

*e-mail cover
page to 360 perf.
review.
(note - letter went out
in advance to part-
icipants w
the 360
policy.)*

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Survey Complete: 0%



[Logout](#)

Please identify the following:

1. I am (please click on the drop down and identify your position in the organization):

Administration or Manager ▼

Save

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Survey Complete: 14% [Logout](#)

Leadership and Culture

- 1. The Lead Physician (LP) is an effective motivator to achieve teamwork and results (please click on dropdown for rating this and subsequent questions)
- 2. The LP encourages other Physicians to contribute ideas and to participate in FHT activities
- 3. The LP effectively liaises with Interdisciplinary Health Professionals
- 4. The LP develops and demonstrates effective working relationships and communicates well with staff, physicians, community partners, and other stakeholders
- 5. The LP establishes and contributes to a healthy, positive work place culture and environment
- 6. The LP is proactive and takes appropriate responsibility for planning, including the development of the organizations strategic plan
- 7. The LP has a good understanding of the primary care environment in which the FHT operates and contributes that knowledge to discussions and decision making
- 8. The LP applies critical thinking skills to advance the work of the FHT
- 9. The LP works effectively with the Board to achieve the goals of the FHT

10. Comments for the LP - Leadership and Culture section

Survey Complete: 29% Logout

MFHT Values and Beliefs

The LP promotes and models the FHT's beliefs and values that follow:

- 1. Integrity: demonstrates integrity, accountability and appropriate transparency that exhibits the values and mission of the workplace
- 2. Caring and Respect: demonstrates concern, respect, and sensitivity in a supportive manner to colleagues and patients, while embracing diversity in the workplace
- 3. Teamwork and collaboration pt 1: is flexible and adaptable in meeting patient and team needs
- 4. Teamwork and collaboration pt 2: creates an environment that encourages open, fair and accurate exchange of ideas and perspectives
- 5. Innovation and continuous quality improvement pt 1: displays the ability to think outside of the box in order to develop creative and innovative solutions that meet current and future needs
- 6. Innovation and continuous quality improvement pt 2: establishes, monitors and enforces high quality standards to maintain a highly professional results oriented organization
- 7. Patient Centred Care: demonstrates, encourages and supports others to help achieve a high standard of patient centred care

8. Comments for the LP - Values and Beliefs section

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Administration, operations and organizational responsibilities


- 1. The LP is approachable, constructive and helpful
- 2. The LP is available and prepared for CCG meetings and provides oversight on clinical programs
- 3. The LP participates in the development and monitoring of the organizations annual QIP
- 4. The LP can manage multiple priorities within the FHT Operations plan effectively and completes important priorities first

5. Comments for the LP: Administration, operations and organizational responsibilities section

Survey Complete: 57%  [Logout](#)

Patient Care and Service Delivery

1. The LP is positive and constructive when working with staff, patients, community partners, and physicians 

2. The LP contributes to and supports the team in the delivery of programs and services 

3. Comments for the LP - Patient Care and Service Delivery section

Survey Complete: 71% [Logout](#)

Learning and Professional Development

- 1. The LP demonstrates a commitment to continuous learning in terms of leadership skills (e.g. takes courses)
- 2. The LP is respectful when dealing with staff
- 3. The LP is approachable and constructive
- 4. The LP values and respects the team
- 5. The LP demonstrates willingness to share responsibility for patient care with other team members
- 6. The LP has good rapport with other physicians, team members, and the community
- 7. Comments for the LP - Learning and Professional Development section

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Survey Complete: 86%



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Overall:

1. The LP could improve on:

2. The LP's strengths are:

3. Please add any additional comments you would like to make about the LP's performance:

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[PREVIOUS](#)

[FINISH](#)

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