

Guidance on Selecting Colleague Assessors

Categories

Colleagues who you wish to collect feedback from must be representative of the teams within which you work. They should include other consultants, doctors in training for whom you might be the clinical or educational supervisor, other medical staff such as GPs with whom you work closely, nursing staff, other clinical professionals and secretarial and admin and management staff. The aim is to have a broad perspective from others on how well you are performing, and for them to highlight areas of good practice and areas for further development.

Impact on results

We have been asked whether allowing the participant to select their assessors could bias the results. Experience from other 360 appraisal tools would suggest that this is probably not the case - in fact it is possible that colleagues who view you positively are more likely to give considered and constructive positive feedback and identify areas for improvement.

Individual enrolments

Because some psychiatrists participate in ACP 360 on an individual basis, the College cannot review the selection of assessors with individuals. We suggest that whenever possible, participants should discuss in advance with their appraiser the list of assessors they are planning to invite to complete questionnaire.

Trust enrolments

We advise Trusts that enroll groups of psychiatrists to develop local guidelines on a number of aspects of participation. We consider it to be a local decision whether it is a requirement for participants to consult with their appraiser when they are identifying colleagues to contribute as assessors.