

WESSEX APPRAISAL SERVICE

Empowering Professionals

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What does 'How are you?' mean?

Maintaining the health and wellbeing to work safely and effectively is a key GMP responsibility

Self-care
isn't
selfish



It's a
professional
responsibility!

'How are you?' in appraisal is a Net Promoter Score

Cadbury

Disney

0 1 2 3 4 5 6

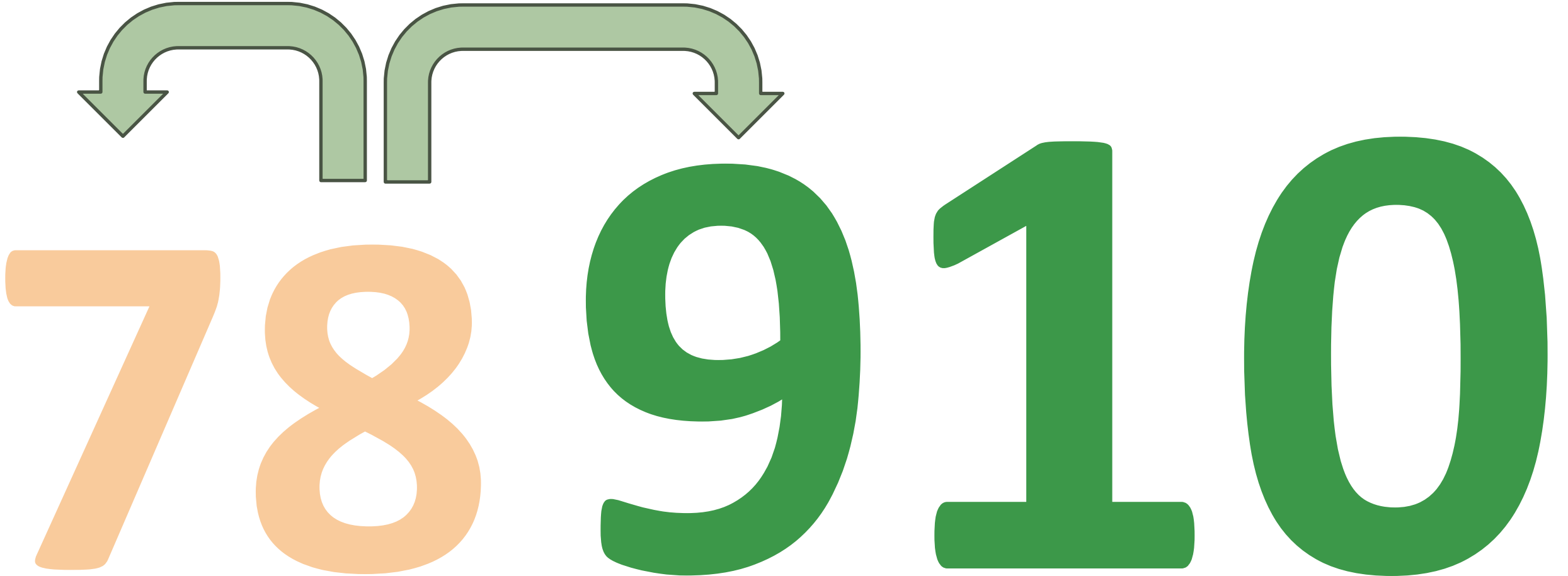
7 8


9 10

Using coaching by numbers in medical appraisal

1. How are you?
2. What makes you that number rather than the one below?
3. What is the smallest change you could make to get you to the next number?

0 1 2 3 4 5 6 7 8 9 10

The diagram shows a sequence of numbers from 0 to 10. The numbers 0 through 6 are colored light red. The numbers 7 and 8 are colored light orange. The numbers 9 and 10 are colored dark green. Two green curved arrows are positioned above the numbers 7, 8, and 9. The first arrow starts above the number 7 and points down to the number 8. The second arrow starts above the number 8 and points down to the number 9.



How are you?

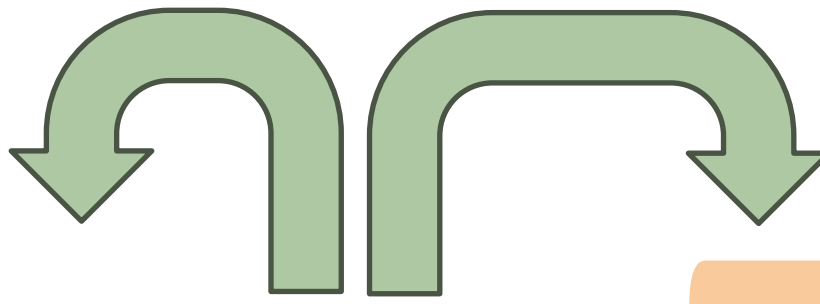
Coaching by numbers exercise

Working in pairs

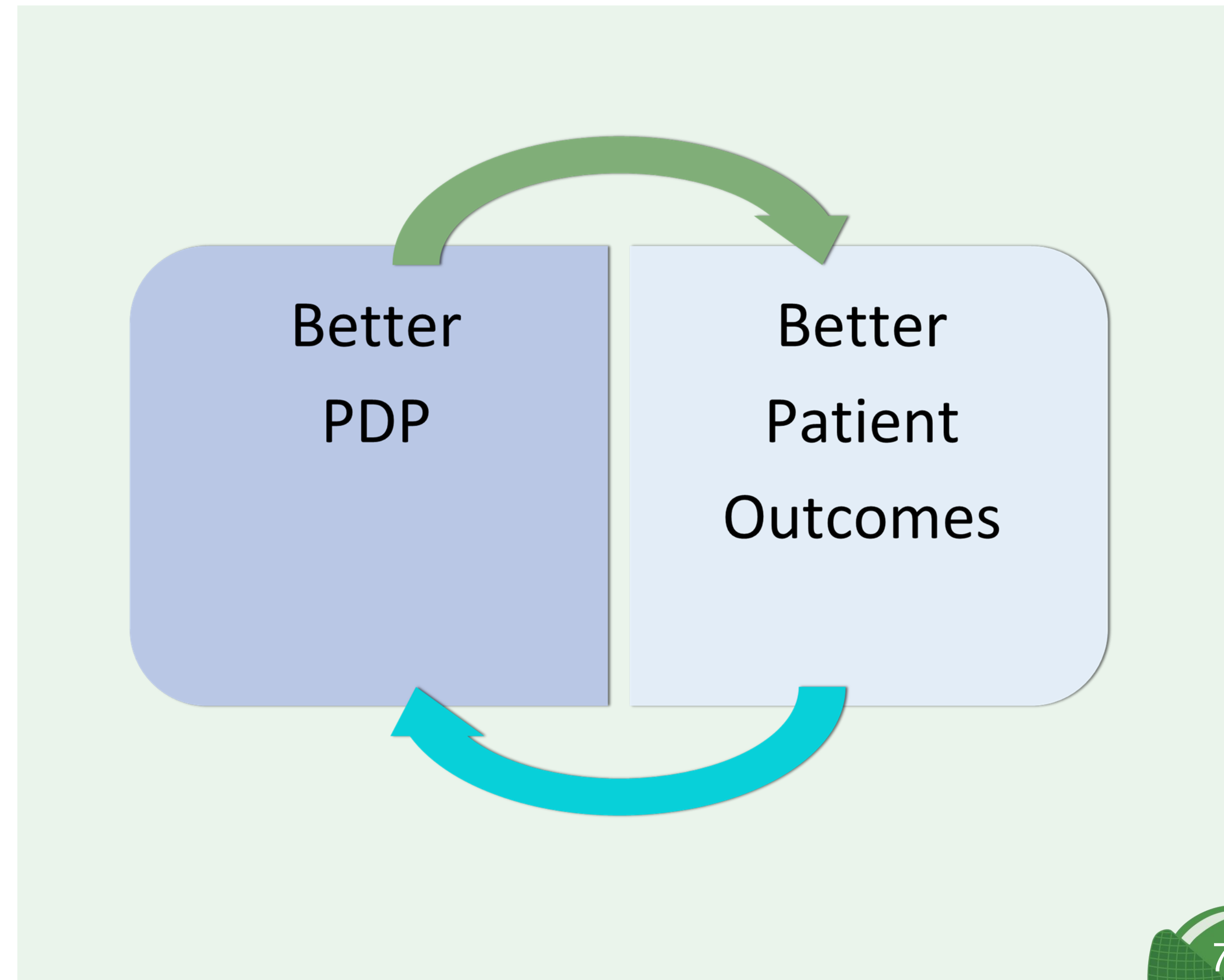
How are you? – coaching by numbers exercise

1. How are you?
2. What makes you that number rather than the one below?
3. What is the smallest change you could make to get you to the next number?

0 1 2 3 4 5 6 7 8 9 10

The diagram shows the numbers 0 through 10. The numbers 0, 1, 2, 3, 4, 5, and 6 are colored in a light red/pink. The numbers 7 and 8 are colored in a light orange. The numbers 9, 10, and 11 are colored in a dark green. Above the numbers 6, 7, and 8, there are two green curved arrows. The first arrow starts above the number 6 and points to the number 7. The second arrow starts above the number 7 and points to the number 8.

Developing a good PDP is the cornerstone of a good medical appraisal



Personal Development Plan (PDP)

What are your top priorities for the period till your next appraisal? Think about the things that are important to you. What will make the most positive difference to your personal and professional development, or the team/system that you work in, and have the biggest impact?

During your appraisal, use your appraiser's coaching skills and support to refine your goals and create a plan to help you achieve them.

| <p>Learning and/or development need</p> <p>What do you want to change, or achieve, and why is it a priority now?</p> | <p>Agreed action(s) or goal(s)</p> <p>How might you do this? What options do you have? Describe the actions or steps you plan to take...</p> | <p>Timescale for completion</p> <p>By when will you have done this? Do intermediate steps have their own timescales that are worth recording?</p> | <p>How I intend to demonstrate success</p> <p>How will you know that you have achieved your goal? Describe what success will look and feel like.</p> <p>What will be the impact on you, your colleagues/teams and/or patients?</p> |
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