



Peer Review for: _____ **Reviewer:** _____ **Date face-to-face peer review provided:** _____
Date submitted to manager: _____

Directions: This worksheet is designed for giving feedback on professional nursing practice. Please thoughtfully share your assessment of individual strengths, remembering it is rare to achieve excellence in everything. Choose the one response that best describes this nurse's practice and behaviors. **Comments/specific examples are required.** Statements are intended to be objective and specific. If this tool is incomplete, it will be returned for peer reviewer revision at the discretion of the manager or supervisor. **NOTE:** This peer review tool is to be used in conjunction with the annual performance appraisal process.

1. Leadership/ Teamwork/ Collaboration:

1. Takes initiative for front line problem solving.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
2. Works interdependently with team toward successful attainment of patient outcomes.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
3. Coaches and supports staff to reinforce identified practice changes to improve outcomes.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
4. Demonstrates positive partnership with manager and other clinical leadership of area.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
5. Addresses staff/student issues in the moment; gives feedback; provides mentorship for positive growth.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
6. Functions as a positive champion for change and for quality patient care; assists staff to embrace change. Helps build unit commitment.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
7. Recognizes staff contributions in daily work.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently

Provide one example / comment for the Leadership / Teamwork / Collaboration behaviors assessed above:

2. Clinical Behaviors / Technical Excellence

1. Role models practice in alignment with policy & best practice recommendations.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
2. Accesses evidence-based resources in daily practice such as procedure manual, national guidelines, literature. Coaches staff in the use of same.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
3. Serves as a resource on technical aspects of area. Identifies new learning opportunities for staff, students.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
4. Assures accountability for planning, communicating, providing and evaluating care. Intervenes with barriers to effective care. Manages complex situations to achieve effective outcomes.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently

Provide one example / comment for the Clinical / Technical Excellence behaviors assessed above:

3. Quality and Patient Outcomes

1. Demonstrates knowledge of unit and institutional performance in key outcome indicators. Identifies area's strengths and opportunities for improvement.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
2. Contributes to improvements in unit performance in these indicators through daily leadership practice.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
3. Knows area's employee engagement action plans; actively engages staff in strategies aligned with action plans in daily practice.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently

Provide one example / comment for the Quality / Patient Outcomes behaviors assessed above:

4. Customer Service / Communication

1. Fosters healthy work environment principles in area through daily practice.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
2. Role models an effective communication style with patients, co-workers, and ancillary staff.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
3. Contributes to increasing patient satisfaction scores for area.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently
4. Demonstrates successful conflict resolution skills.	<input type="checkbox"/> Frequently	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Infrequently

Provide one example / comment for the Customer Service/Communication behaviors assessed above:

Areas of Strength:

Continued Growth:

Reflecting on the Clinician III behaviors, suggest *at least one* area overall for continued growth:
