

## Candidate Appraisal Tool for use on ETAT+ GIC & NEST Mentor-ship Courses

### a. Explanatory Guide of appraisal of skills and characteristics

	Score 1	Score 2	Score 3
Communication	Some difficulty communicating with fellow candidates/faculty	Good communication skills with fellow candidates and faculty	Clear and articulate communication skills with fellow candidates and faculty
Enthusiasm	Limited interest in teaching	Interested in learning to teach	High level of interest to learn how to teach
Influence	Limited ability to build trust -Attitude discourages engagement with others	Good skills and attitude in building trust with peers, junior and senior colleagues	Excellent skills and attitude in building trust with peers, junior and senior colleagues
Clinical authority	-Unable to command clinical authority with colleagues and across teams  -Prefers to fence-sit during decision making	-Periodically commands clinical authority with colleagues and across teams  -Engages in decision making.	-Continuously commands clinical authority with colleagues and across teams  -Fully participates and initiates decision making
Engagement in feedback	Minimal engagement with feedback process	Takes opportunities to join in with feedback for self and others	Uses contributions to enhance feedback discussions for self and others
Interactivity/team working	Limited interaction with faculty and does not participate fully during sessions	Good interaction with faculty and participates during sessions	Excellent interaction with faculty and participates fully during sessions
Education & Practice Experience	Has little or no prior clinical experience and less than 2 years' post-qualification experience	Staff with significant clinical experience and more than 2 years' post-qualification experience	Staff with extensive prior clinical experience and more than 2 years' post-qualification experience
Current clinical credibility	Rarely exposed to neonatal clinical practice and/or clinical teaching	Occasionally exposed to neonatal clinical practice and/or clinical teaching	Frequent exposure to neonatal clinical practice and/or clinical teaching

- ✓ All decisions made on this tool are final and binding
- ✓ Decisions are made by course faculty through a consensus method.
- ✓ Any Unanimous decision should be clearly stated as such.

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Name of Mentee: \_\_\_\_\_  
 Course Name: \_\_\_\_\_  
 Course Dates: \_\_\_\_\_  
 Course Venue: \_\_\_\_\_

### b. Scoring tool

<b>Please read the guiding notes (page 1) then circle the appropriate number for each characteristic in this table</b>			
<b>Item</b>	<b>Unacceptable</b>	<b>Average</b>	<b>Outstanding</b>
Communication	1	2	3
Enthusiasm	1	2	3
Influence	1	2	3
Clinical authority	1	2	3
Engagement in feedback	1	2	3
Interactivity/team working	1	2	3
Relevant education & practice experience	1	2	3
Current clinical credibility	1	2	3
Post-Course MCQ (for selecting Instructor potentials, IPs, on Provider courses)	50-65%	66-74%	≥75%
Comments:			
Overall recommendation (circle appropriately) ✓ Maximum score of 27 for IPs (or 24 for mentors) ✓ Minimum score for eligibility is 21 (IPs) and 18 (mentors) ✓ Any score of 1 in any item disqualifies the candidate from proceeding any further		<b>Suitable</b>	<b>Unsuitable</b>

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Course Director's Signature: \_\_\_\_\_ Date \_\_\_\_\_

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