

ALIGNING INTERPROFESSIONAL EDUCATION AND COLLABORATION IN PRACTICE

using promising regional experiences for international exchange

Human Resource tool

Performance review

Reflection on interprofessional functioning

English

This is an example of a performance review tool. It can be used during a functioning conversation with your team leader/HR/team.

Learning outcomes can be chosen in advance of the conversation. For instructions please read [the user's guide](#).

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“Conversation with Employees”

The employees have a yearly evaluation conversation with their head. During this conversation two competencies of the INPRO CF will be given. The employers need to select on which level they think they are on this moment and the level they want to achieve next year. By using this they will know that the organization find interprofessional collaboration

Age: Gender: Profession:

Years of professional experience in general:

Years of professional experience in Moorheilbad Harbach:

In what way are you already working interprofessionally (IPMC3)?¹

- **Level 0:** I know the expertise of others and I share and seek information from relevant colleagues. (IPMC3.L0a/b)
- **Level 1:** I can work collaboratively with members of other health professions. I recognize, respect, and utilize their expertise to resolve problems that can occur in the context of caring for a patient. (IPMC3.L1d)
- **Level 2:** I maintain interprofessional relationships constructively and seek for support when necessary to prevent and resolve conflict. Additionally, I can reflect critically on my own relationships within an interprofessional team. (IPMC3.L2a/c)
- **Level 3:** I manage interprofessional relationships constructively and seek for support when necessary to prevent and resolve conflict. I use unique and complementary abilities of the interprofessional team to optimize health and person care. (IPMC3.L3a/b)

In which of the following development and learning stages concerning interprofessionalism can you see yourself now? (LDC1)¹

- **Level 0:** I can identify my own learning needs and I can learn through prescribed and structured training. (LDC1.L0a)
- **Level 1:** I can recognize and reflect learning issues in practice. Additionally, I can apply learning to practice with the support of the international team. (LDC1.L1a/b/c)
- **Level 2:** I can reflect on feedback and amend my performance accordingly (LDC1.L2a)
- **Level 3:** I can evaluate and critically reflect on interprofessional communication. Furthermore, I can maintain and enhance professional activities through ongoing learning. (LDC1.L3b)

¹ Aerts & De Weerd. (2021). INPRO Competence Framework: PMC3,LDC.

Can you think of some concrete ideas for optimising the interprofessional cooperation at Moorheilbad Harbach?

Consent?