

Family Medicine Structured Reference Letter

Identification of Applicant:

ABOUT THE REFEREE:

Referee Name: Dr.

Location of Work: University
1100 Drive
, Canada

Confidentiality of content

Please indicate if the applicant had an opportunity to review the content of this letter before submission to CaRMS:

The applicant did not have the opportunity to review the content of this letter before submission to CaRMS

Conflict of Interest

"I declare that I have not, at any point during the time I have known this applicant, had a relationship with this applicant that could be construed as a conflict of interest. This may include but is not limited to being: related, a close friend, business associate or treating physician."

I declare no conflict of interest;

CONTEXT OF WORKING RELATIONSHIP:

When did you work with this applicant? 01-2021 - 02-2022

How well do you know the applicant? Very well.

Do you feel you have had adequate exposure in a work environment to assess this applicant fairly? Yes.

Is your assessment of this applicant based on direct clinical observation? Yes.

Practice Setting – Location Primarily urban or suburban.

Practice Setting – Type Primarily clinic based.

Applicant Attributes	Excellent	Very Good	Good	Fair	Poor	Unable to assess
Demonstrates appropriate knowledge base.	✓					
Gathers data efficiently and effectively.	✓					
Able to define problems and formulate appropriate management plans.	✓					
Tolerates clinical uncertainty and avoids concrete thinking.	✓					

Applicant Attributes	Excellent	Very Good	Good	Fair	Poor	Unable to assess
Demonstrates compassion and is sensitive to patient needs.	✓					
Communicates effectively and is able to build rapport with patients.	✓					
Demonstrates respect for all members of the team including clinical and administrative staff.	✓					
Demonstrates a positive learning attitude by seeking out and receiving feedback without defensiveness or undue deference.	✓					
Recognizes own limitations, asking for help when needed without overly relying on the preceptor.	✓					
Demonstrates reliability and responsibility by attending regularly, being punctual and avoiding leaving early.	✓					
Demonstrates respect and responsibility by completing tasks as expected, communicating issues appropriately and being responsive to emails or other notices.	✓					
Demonstrates honesty and integrity by taking responsibility for their actions.	✓					
Demonstrates a positive learning attitude by seeking out opportunities and showing initiative.	✓					
Demonstrates stamina and resilience when coping with unexpected stressors and situations.	✓					
Demonstrates appropriate procedural skills.	✓					
Demonstrates cultural and social sensitivity providing a safe environment for all	✓					

Applicant Abilities	Excellent	Very Good	Good	Fair	Poor	Unable to assess
Take a history (organized, thorough, reliable)	✓					

Applicant Abilities	Excellent	Very Good	Good	Fair	Poor	Unable to assess
Perform physical exam (well executed, respectful, special tests)	✓					
Present a case (pertinent positives/negatives, appropriate Ddx)	✓					
Create a management plan (clear, reasonable use of resources, includes follow up)	✓					
Perform basic office procedures (well prepared, skillful, acknowledges pt comfort)	✓					

Language proficiency	I have no concerns	I have some concerns	May have difficulty	Unable to assess
Speaks and understands English well enough to complete their residency in an English setting.	✓			
Writes and reads English well enough to complete their residency in an English setting	✓			
Speaks and understands French well enough to complete their residency in a French setting.	✓			
Writes and reads French well enough to complete their residency in a French setting	✓			

Have you observed any behaviours that cause you to have concerns about the following:

Does the applicant demonstrate cultural and social sensitivity to all populations? Yes.

Does the applicant demonstrate compassion and genuine caring towards patients? Yes.

Collegiality (e.g. conflict with staff, issue with other learner) No.

Clinical judgement (e.g. over confident, dangerous decision, overly hesitant) No.

Patient-centred care (e.g. disrespect, conflict, boundaries) No.

Reliability or responsibility (e.g. excessive absences, incomplete records, No.

missed calls)

No.

Receiving feedback or maintaining professionalism (e.g. disruptive behaviours that impede feedback or disrupt clinic flow).

No.

Other observed behaviour(s) or trait(s), not otherwise described, that may impact this applicant's suitability for a position in a Family Medicine residency.

No.

Supporting Narrative

Briefly, please tell us about a specific situation such as an observed patient encounter or other observed experience that exemplifies what makes this applicant an ideal candidate for family medicine.

This is where the narrative would be displayed.

Summative Statements:

Did this applicant demonstrate an interest in Family Medicine? (Choose one best answer):

Definitely yes! For example, the applicant specifically described how to apply this experience to their future in Family Medicine.

Do you believe this applicant demonstrates the skills and personality traits supportive of suitability for a rural family medicine residency? These would include being self-directed, having a spirit of adventure, and demonstrating a tolerance for working in professionally or socially isolated environments.

Definitely yes!

Would you be happy to be this applicant's preceptor for the two years of Family Medicine Residency?

Definitely yes!

Final Statement (choose one):

I would strongly recommend this applicant for a Family Medicine residency position.

Signature:

This letter was submitted using CaRMS Online.

Date:

September 16, 2021