

## How to use the self-assessment tool

The purpose of this self-assessment tool is to help you assess your knowledge and skills in relation to the attributes of an effective practitioner.

The self-assessment is based around the four Pillars of Practice:

1. Clinical Practice
2. Facilitation of Learning
3. Leadership
4. Evidence, Research and Development

Before you start completing the tool you might find it useful to take some time to consider your current role.

- What does your routine work involve?
- What are your main roles and responsibilities?
- What knowledge and skills are required to be an effective practitioner in your area of clinical practice? You may want to refer to your KSF post outline.
- Which of the four Pillars of Practice do you think is/are most important for your role?

### Step 1 – Answering the Self-assessment Questions

The questions have been developed to help you reflect on a Pillar of Practice and identify areas where you may benefit from further development. They are offered as a guide to self-assessment only. If you feel that a question is not applicable to your role, then you should disregard it. If you think that there are more appropriate questions that you it would be useful for you to consider, then you can add these to your self-assessment tool framework.

## Step 2 – Assessing your Level of Effectiveness

Once you have reflected on the questions, you should indicate your Level of Effectiveness in that aspect of practice. There are three options: green, amber or red.



**GREEN** I am an effective practitioner in this Pillar of Practice



**AMBER** I require education, learning and development relating to some aspects of this Pillar of Practice in order to be an effective practitioner.



**RED** I require education, training and development relating to most or all of this Pillar of Practice in order to be an effective practitioner.

## Step 3 – Providing Evidence

If you have assessed yourself as being effective in all, or aspects of, a Pillar of Practice, then you should be able to produce evidence of this. In the final section of the self-assessment tool, you should note down what evidence you could use to support your self-assessment. The self-assessment tool does not ask you to provide this evidence, but you might find it useful to outline what sort of evidence you could produce, if asked to so, to demonstrate the level you are practising at in relation to the [NHS Knowledge and Skills Framework](#). You might find it helpful to record any evidence in your most recent review document on [Turas Appraisal](#).

## Step four – Action Planning

Your initial self-assessment may have identified areas where you have some learning needs. A structured action plan can help you clarify how you are going to develop your knowledge and skills in these aspects of practice and will assist in identifying learning needs and development activities for inclusion in your personal development plan (PDP).

Within the NHS Education for Scotland Effective Practitioner website you will find links to a database of [Learning Resources](#) that you might find useful. The database contains a range of resources relating to each of the four Pillars of Practice.

Work-based Learning Activities have been devised around the four Pillars to encourage you to reflect on your clinical practice and these can be incorporated as part of the development process outlined in your Action Plan.

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