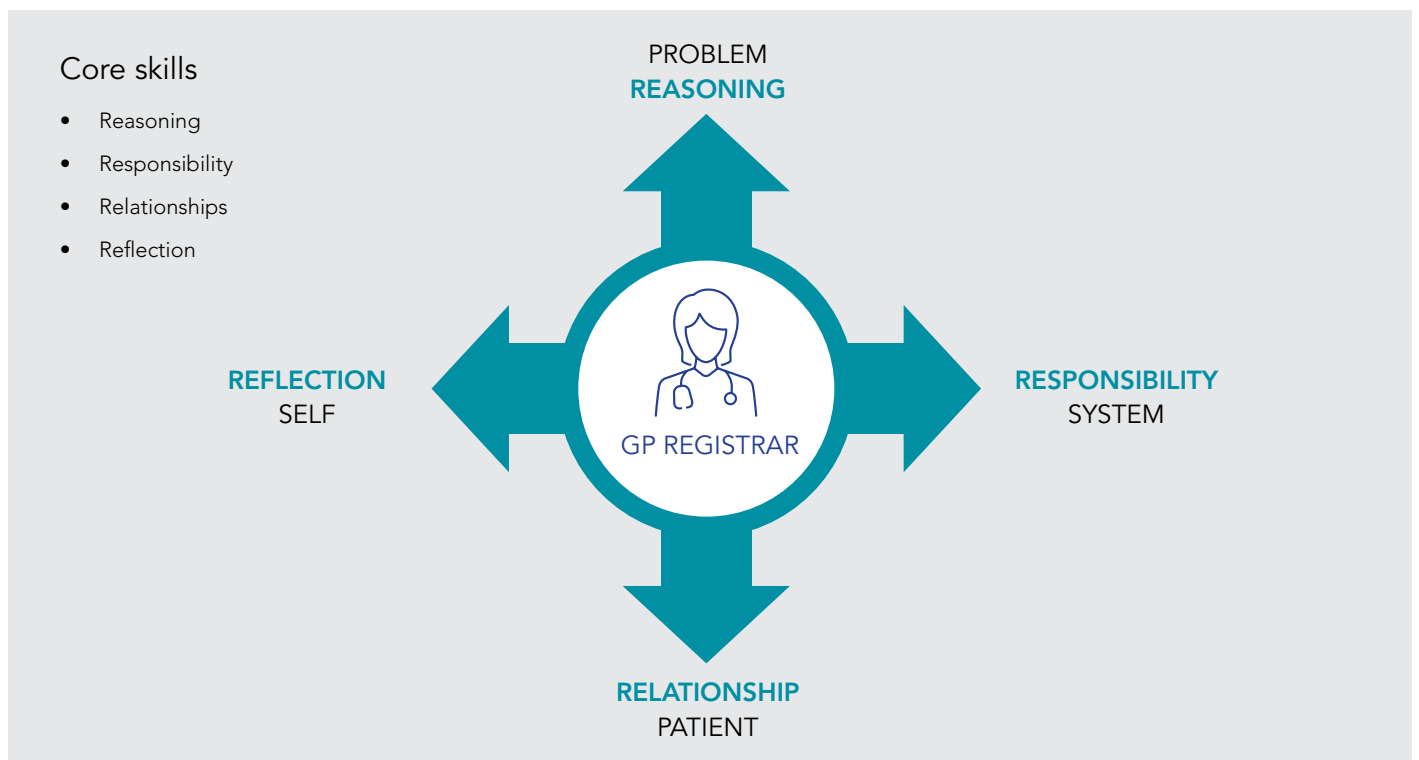# 4R learning needs
SELF-ASSESSMENT TOOL FOR GP REGISTRARS

INTRODUCTION

It can be conceptualised that the safe and effective GP interacts with four 'spheres' in their day-to-day practice, namely the patient, the problem, the system, and themselves. This provides a useful framework for the registrar and supervisors to explore learning needs, namely competence in:

- Relating to the patient
- Reasoning the problem
- Being responsible to the system
- Self-reflecting

Core skills
- Reasoning
- Responsibility
- Relationships
- Reflection

PROBLEM
REASONING

REFLECTION
SELF

GP REGISTRAR

RESPONSIBILITY
SYSTEM

RELATIONSHIP
PATIENT

4R LEARNING NEEDS SELF-ASSESSMENT TOOL

The GPSA 4R learning needs self-assessment tool was developed for registrars to reflect on their perceived competence across a range of skills. While self-assessment is known to be a flawed method of assessment (respondents commonly under- or over-estimate their competence!), it can provide a good starting point for discussion.

We recommend that this tool be implemented at the commencement of term and at the mid- and end-of-term supervision meetings.

4R LEARNING NEEDS SELF-ASSESSMENT TOOL

INSTRUCTIONS

Complete the following self-assessment tool by rating your competence for each item, where:

1 – VERY GOOD	2 – GOOD	3 – FAIR	4 – POOR

Include comments where relevant. Discuss with your supervisor once completed.

	Rating				Comments	Supervisor notes
	1	2	3	4		
RELATING TO THE PATIENT						
Communication						
Speaking and writing English						
Communicating in challenging scenarios e.g. breaking bad news						
Patient-centred care						
Building a relationship with my patient and developing rapport						
Identifying my patient's agenda						
Sharing decisions with my patient						
Cultural competence						
Managing patients from different cultural backgrounds, including Aboriginal and Torres Strait Islander people						

Thank you for creating
a positive learning environment

	Rating				Comments	Supervisor notes
	1	**2**	**3**	**4**		
REASONING THE PROBLEM						
Clinical skills						
Data gathering (history and examination)						
Choosing investigations wisely						
Prescribing medications rationally						
Developing a management plan						
Clinical reasoning skills						
Weighing up, synthesising and interpreting information						
Generating a differential diagnosis						
Managing uncertainty						

	Rating				Comments	Supervisor notes
	1	**2**	**3**	**4**		
BEING RESPONSIBLE TO THE SYSTEM						
Navigating the consultation						
Structuring the consultation and managing time						
Professional, ethical and medicolegal						
Managing professional and ethical issues e.g. boundaries, consent						
Managing medicolegal issues e.g. consent, confidentiality						
Organisational issues						
Understanding the Australian health care system, Medicare, PBS						
Organising and managing workload						
Documenting notes and using practice systems						
SELF REFLECTING						
Studying and learning effectively						
Receiving feedback						
Self-care						
Looking after myself						