

Saskatchewan Dietitians Association Self Assessment Tool

****The following is intended only as an example. Your notes and ratings will be specific to your situation. This is only intended as a demonstration of how the rankings and notes are intended to help formulate your goals in your learning plan.

Please note that the term “client” is used throughout the document and each individual’s definition of who their client is will differ based on their situation. For example your client might be the public, individual clients, co-workers, physicians and/or staff. In the notes section, you may want to indicate who you are defining as your client.

Name Sample Year 2009-10 SDA# _____

STANDARD 1: PROVISION OF SERVICE TO A CLIENT

The dietitian uses a client – centered approach to provide and facilitate dietetic service.

Self-Assessment Statements (Indicators)	Competency Scale				Improvement Priority Scale				Notes
	N/A	*	**	***	A	B	C	D	
I collaborate with my clients.			✓				✓		I work with clients to set goals. Sometimes maybe I drive the process too much?
I collaborate with appropriate others (i.e. colleagues, outside agencies, students).			✓					✓	I work with the other disciplines as part of team and have “debriefing” to discuss client care. I am going to try to use a community development model for some of my initiatives.
I manage available resources effectively and efficiently (things to consider: choosing appropriate resources, referring clients to appropriate resources).			✓					✓	As I am team manager, my client is my staff and I feel I manage the resources effectively and efficiently.
I apply a research-based approach in providing service.		✓			✓				I wish I had more time to search PEN and other databases to ensure I am using the latest evidence. Use PEN to search re DRIs, hep C, pressure ulcers.
I use critical thinking to analyze, synthesize, and apply information to improve the quality and effectiveness of service.			✓						I want to do a better job of this, specifically thinking about workplace attendance.
I create a client - centered environment.			✓				✓		Focus on self-management and working on patients goals. Continue to work on my facilitation skills in an effort to get clients to set the goals.

Competency Scale

- N/A** = Not Applicable
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**USE
BOTH
RATING
SCALES**

**Improvement
Priority Scale**

- A** = I need to make time to work on this
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STANDARD 2: UNIQUE BODY OF KNOWLEDGE

The dietitian has an in-depth scientific knowledge of food and human nutrition, and integrates this knowledge with that from other disciplines including health and social sciences, education, communication and management.

Self-Assessment Statements (Indicators)	Competency Scale				Improvement Priority Scale				Notes
	N/A	*	**	***	A	B	C	D	
I have the food, nutrition and other knowledge required to practice effectively in my area of practice.			✓			✓			I feel comfortable in my knowledge, but feel that I always have to be "keeping up" in the area in which I practice. This year I am going to learn re Hep C , pressure ulcers and DRIs as I have had an increase in number of clients who have these conditions.
I know how and where to locate needed information.				✓				✓	I am very good at using PEN and other online databases to get latest info.
I share knowledge and information with appropriate others.				✓				✓	I regularly share info with fellow dietitians and colleagues at meetings, etc.
I have a knowledge of the scope of dietetics.			✓				✓		I know what I do in my job, but maybe not what other do in other health regions, etc..
I promote and participate in the use of new knowledge in dietetics.				✓				✓	I regularly implement new things that I learn.
I create an environment that assists individuals to acquire new knowledge and skills.				✓				✓	My feedback from interns is that I am a good preceptor.

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STANDARD 3: COMPETENT APPLICATION OF KNOWLEDGE

The dietitian competently applies the unique body of knowledge of food and human nutrition, and competently integrates this knowledge with that from other disciplines including health and social sciences, education, communication and management.

Self-Assessment Statements (Indicators)	Competency Scale				Improvement Priority Scale				Notes
	N/A	*	**	***	A	B	C	D	
I apply food and nutrition knowledge to my area of practice.			✓			✓			I keep up to date and practice competently. This year I am going to try to update re diabetes, especially as it relates to food service.
I collaborate with clients in the competent application of knowledge.				✓				✓	More and more I am involving clients in setting their goals.
I collaborate with appropriate others in the competent application of knowledge.				✓				✓	I am working very hard at being a collaborative team member.
I identify issues through data assessment, literature review, and critical analysis of information.				✓				✓	I do my best, but sometimes my ability is constrained by time.
I formulate goals, objectives and an action plan for the service provided to each client.				✓				✓	I work with patients to discuss goals- whether one or one or at classes.
I implement, monitor and modify the action plan to meet the needs of my client.				✓				✓	Patients don't always come back for follow up, but if they do I monitor and modify as needed.
I evaluate the plan by critically appraising the outcomes of my service.				✓				✓	I try, but am sometimes challenged by time constraints.
I establish and maintain appropriate information and communication systems.				✓				✓	The electronic era has helped me in my ability to maintain "systems".
I apply knowledge from my previous experiences to my area of practice.				✓				✓	I am always trying to integrate all of my experiences (past jobs, volunteer opportunities) to apply to my current job.

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STANDARD 4: CONTINUED COMPETENCE

The dietitian is responsible for life-long learning to ensure competence in her / his area of practice.

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I reflect on my competence, strengths and learning needs.				✓				✓	<p>Completing this self-assessment allows me to do this reflection</p> <p>My learning plan for SDA is based on this reflection.</p> <p>In coming up with my learning plan, I look at my feedback in my performance appraisal.</p> <p>In my learning plan, I try to use at least 2 different methods of learning for each goal.</p>
I identify learning needs based on experiences encountered in my practice and develop a plan to meet those needs.				✓				✓	
I ask appropriate others to provide me with feedback about my practice and the quality of service I provide.				✓				✓	
I use a variety of learning opportunities and resources to keep my knowledge and skills current.				✓				✓	

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STANDARD 5: ETHICS

The dietitian practices in accordance with the ethical guidelines of the profession.

Self-Assessment Statements (Indicators)	Competency Scale			Improvement Priority Scale				Notes
	*	**	***	A	B	C	D	
I demonstrate adherence to the SDA Code of Ethics.			✓				✓	I have read the SDA Code of Ethics and can say I adhere to it.
I practice within my level of competence and within the scope of my license.			✓				✓	I practice within my level of competence.
I recognize my skill limitations and seek out the expertise of appropriate others when necessary.			✓				✓	When I am asked by my employer to do something outside my comfort zone, I talk to some one with expertise as appropriate.
I report unsafe practice or professional misconduct to the appropriate person or agency.	✓						✓	Although I have never had to, I would report a colleague if required.
I protect my clients' rights (autonomy, respect, confidentiality, dignity, access to information).			✓				✓	I treat my clients with respect and protect the confidentiality of the info they share with me.
I promote and support ethical behaviour in practice and in research.			✓				✓	I feel I am a good model for ethical behavior in practice.
I use discussion with colleagues to resolve or interpret ethical issues and conflicts in practice.			✓				✓	I have not had too many situations that ethical situations have arisen, but in such cases I would discuss with colleagues to resolve/work through.

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STANDARD 6: PROFESSIONAL RESPONSIBILITY & ACCOUNTABILITY

The dietitian is accountable to the public and is responsible for ensuring that her / his practice meets legislative requirements and Standards of Practice for the profession.

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	*	**	***	A	B	C	D	
I accept responsibility and am accountable for my own professional actions.			✓				✓	I am responsible for my actions.
I ensure that my practice complies with current legislation, and the Standards of Practice of the profession.			✓				✓	I am familiar with legislation and practice accordingly.
I ensure that my practice is based on current research and best practice.			✓				✓	It is hard to keep up on everything, but I do my best.
I advocate for changes to relevant legislation, institutional guidelines, policies and procedures to ensure consistency with DC's Standards of Practice.			✓				✓	I wouldn't say I advocate, but I do try to ensure there is congruency between policies and standards of practice.
I advocate for improvements in practice.			✓				✓	Continually.
I act to ensure that public safety is maintained.			✓				✓	Always.

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