

Professional behaviours and attitudes	Practice Level 1 Constant supervision	Practice Level 2 With assistance	Practice Level 3 Decreasing supervision	Practice Level 4 Independent	Level 5	Comments/Actions
KNOWLEDGE & SKILLS	Displays little knowledge of nursing procedures. Unable to carry out simple tasks.	Able to carry out simple tasks with supervision but shows deficiencies in knowledge for level of study.	Sufficient level of knowledge and skills with direction.	Good application of knowledge, awareness of areas to improve.	Comprehensive knowledge and skills often exceeding requirements for level of study.	
RELIABILITY and ADAPTABILITY	Unreliable and unable to carry out the simplest tasks thoroughly. Doesn't adapt well to changes.	Inconsistent in performance of tasks. Slow to accept new situations.	Average attention to detail, may avoid unfamiliar tasks. Apprehensive of change but aware of this.	Is usually dependable in all areas of work. Adjusts well to change.	Is always dependable with marked efficiency and precision in work. Adapts to all situations. Competent and dependable Little supervision of procedures required.	
WORKS WITHIN LEGAL and ETHICAL LIMITS	Never follows instructions or uses approved procedures. Unaware of own limitations in work.	Rarely uses approved procedures. Sometimes has difficulty following instructions. Limited knowledge of the RCVS code.	Usually follows instructions and works as taught. Some awareness of responsibilities regarding the RCVS Code.	Always conforms to approved procedures. Awareness of RCVS Code and limited knowledge of application of ethical theories.	Uses and adapts approved procedures in all situations. Fully aware of own limitations within the RCVS Code. Contributes to ethical discussions regarding patients and clients.	
INITIATIVE & CONFIDENCE	Needs constant prompting and guidance. Lack of confidence in own ability.	Hesitant to do things on their own. Rarely anticipates. Often needs encouragement.	Capable of working unsupervised on a variety of well-practised tasks.	Able to plan ahead on most occasions. Confident in most tasks. Recognises own limitations.	Able to plan ahead improving with experience. Has the confidence and ability to approach any new tasks and cope with them well.	
TIME MANAGEMENT and ABILITY TO ORGANISE OWN WORK	Always late for shift. Unable to plan or organise own work.	Often late for shift. Able to plan but easily distracted.	Usually on time for shift. Able to organise own work with assistance.	Rarely ever late for shift. Work well organised, carrying out tasks with minimal supervision.	Always prompt or early for shift. Arranges work in logical and systematic manner and completes this efficiently.	

COMMUNICATION SKILLS	Poor communication skills. Tends to antagonise others or rarely speaks to anyone. Avoids communication with clients.	Often tactless, unaware of others feelings and own behaviour. Inappropriate communication with clients and others. Helpful but slow to establish relationships.	Demonstrates adequate communication skills when working with others.	Develops good relationships with all staff and clients. Good communication skills both with colleagues and clients.	Excellent communication with clients, other students and all members of staff.	
ATTITUDE to FEEDBACK and GUIDANCE	Resents any criticism and does not accept it. Unaware of own limitations.	Accepts any criticism or feedback but show little improvement.	Accepts the feedback given and shows some improvement.	Usually responds well to suggestions, and seeks clarification. Recognises own limitations.	Always shows positive healthy responses to guidance and feedback. Able to reflect and improve.	
PROFESSIONAL ACCOUNTABILITY	Appears to be unable to take responsibility.	Reluctant to take responsibility and avoids it	Can accept responsibility	Shows increasing ability to take responsibility	Accountable for own actions and able to take on responsibility within own competence Readily accepts it.	
PROFESSIONAL DEVELOPMENT	Shows little interest in the business. Seems unmotivated to learn or participate in clinical discussions.	Interest not generally displayed only in specific areas of work. Asks a few questions when prompted.	Average interest but often lacks reflection. Asks sufficient questions but doesn't always recognise own limits in knowledge base.	Intelligent interest in individual & group animal welfare. Asks good, relevant questions, keen to know about the whole business and to contribute to day to day decisions.	Participates in all opportunities to improve nursing care (attends all in house CPD etc.). Reflects on their own work, asking searching questions. Makes a contribution to decision-making and problem solving.	
PROFESSIONAL & CLINICAL APPEARANCE	Pays little attention to personal appearance. Rarely uses personal protective wear.	Frequently untidy in appearance. Does not present professional image.	Occasionally untidy in appearance. Mostly abides by PPE protocols.	Usually maintains professional appearance and follows PPE protocols.	Always appropriately dressed and well groomed. Conforms to PPE protocols.	

Student name	Enrolment number:	Date:	Assessed by:	Student Clinical Coach Peer