

Assessment of physicians' professional performance

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**ASSESSMENT OF PHYSICIANS'
PROFESSIONAL PERFORMANCE
USING QUESTIONNAIRE-BASED TOOLS**

Mirja van der Meulen

15 oktober 2020

1. The complexity of assessing the concept of physicians' professional performance and the validity attached to it, asks for a practical approach to validity as such: the argument-based approach. [This dissertation]
2. Differences in how assessors perceive their physician-colleague's performance should be regarded instead of disregarded. [This dissertation]
3. Since the 'subjective' ratings of physicians' professional performance are not straightforwardly related to their 'objective' clinical care outcomes, we must always consider these two measures combined in a holistic manner of assessment. [This dissertation]
4. "Criticism, in the form of negative feedback, may not be agreeable, but it is necessary. It fulfils the same function as pain in the human body. It calls attention to an unhealthy state of things." (Adapted quote from Winston Churchill) [This dissertation]
5. Great minds think alike – but fools rarely differ.
6. "We immediately become more effective when we decide to change ourselves rather than asking things to change for us." - Stephen Covey.
7. "A good decision is based on knowledge and not numbers" - Plato, circa 400 BC
8. "Validity is simple; validation can be difficult" - Michael Kane, 2009.
9. A familiar saying for physicians is: "Treat the whole patient, not the hole in the patient". The same holds true for assessing physicians: "Give feedback on the whole doctor, not on the hole in the doctor"