

Evaluating Psychologist Practice Competencies through Multisource Feedback: An International Research Design

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Abstract : Effective practicing psychologists require ongoing skill development that is constructivist and recursive in nature, with mentor, colleague, co-worker, and patient feedback critical to successful acquisition and maintenance of professional competencies. This paper will provide an overview of the nature and scope of psychologist skill development through multisource feedback (MSF) or 360 degree evaluation, present a rationale for its use for assessing practicing psychologist performance, and advocate its use in psychology given the demonstrated model utility in other health professions. The paper will conclude that an international research design is needed to assess the feasibility, reliability, and validity of MSF system ratings intended to solicit feedback from mentors, colleagues, coworkers, and patients about psychologist competencies. If adopted, the MSF model could lead to enhanced skill development that fosters patient satisfaction within and across countries.

Keywords : psychologist, multisource feedback, psychologist competency, professionalism

Conference Title : ICPPNBCS 2014 : International Conference on Psychology, Psychiatry, Neurological, Behavioral and Cognitive Sciences

Conference Location : Berlin, Germany

Conference Dates : May 22-23, 2014