Engaging Doctors and Appraisers in Quality Improvements in Patient Care

Improving the PDP
Why is engagement important?

What strategies do I employ to ensure my appraisees engage with the PDP?

What prevents engagement?

In what ways will engaging in this research facilitate my future appraisal discussions?
Is there a link?

PDP

Patient outcomes
Why is Engagement important?

• Engagement can transform the experience of an individual as it enables doctors to
  • Feel respected
  • Feel listened to
  • Feel empowered

(Macleod, 2009)
Engagement Factors-Schlechty

- Attracted to work
- Engagement
- Persistence
- Visible delight
• **Success**-the need for mastery

• **Curiosity**-the need for understanding

• **Originality**-the need for self-expression

• **Relationships**-the need for involvement
High v Low stakes

Set your goals high enough to inspire you and low enough to encourage you.
High stake goals
Positive Engagement factors

Engagement most likely to occur

Low stake Goals
Positive Engagement Factors

Engagement may occur

High stake goals
Negative Engagement factors

Engagement least likely to occur

Low stake Goals
Negative Engagement Factors

Gregory’s Window

Quality Improvements for Patients
Conclusion

Educated Appraisers

Engaged Doctors

Feel listened to, empowered and respected

Focused PDPs

Improved Patients
References

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References


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References


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