**Table 2. Principles of Assessment.**

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| **Goals of Assessment**Provide direction and motivation for future learning, including knowledge, skills and professionalismProtect the public by upholding high professional standards and screen out trainees and professionals who are incompetentMeet public expectations of self-regulationChoose amongst applicants for advanced training**What to assess**Habits of mind and behaviourAcquisition and application of knowledge and skillsCommunicationProfessionalism Clinical reasoning and judgement in uncertain situationsTeamworkPractice-based learning and improvement Systems-based practice**How to assess**Use multiple methods and a variety of environments and contexts to capture different aspects of performanceOrganise assessments into repeated, ongoing, contextual and developmental programmesBalance the use of complex, ambiguous, real-life situations requiring reasoning and judgement with structured, simplified and focused assessments of knowledge, skills and behaviourInclude directly observed behaviourUse experts to assess expert judgement Use pass-fail standards that reflect appropriate developmental levelsProvide timely feedback and mentoring**Cautions**Beware of the unintended effects of testingAvoid punishing expert physicians who use shortcutsDo not assume that quantitative data are more reliable, valid or useful than qualitative data |