

Appraisal News

Contents:

- 1 Wheel of life
- 2 The Cameron Fund
- 3 Virtual eye contact
- 4 Coaching vs appraisal
- 5 Helpful feedback
- 6 Confidential support
- 7 Contact us (updated)

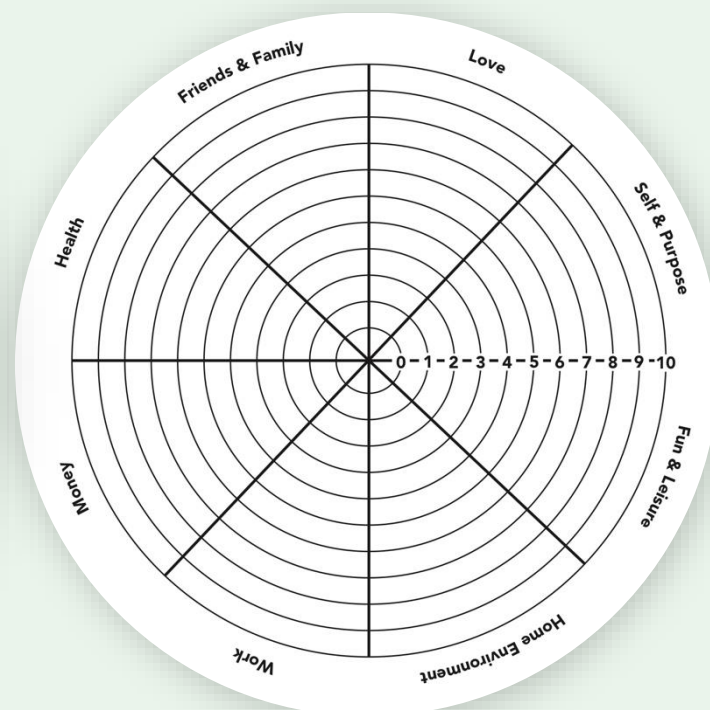
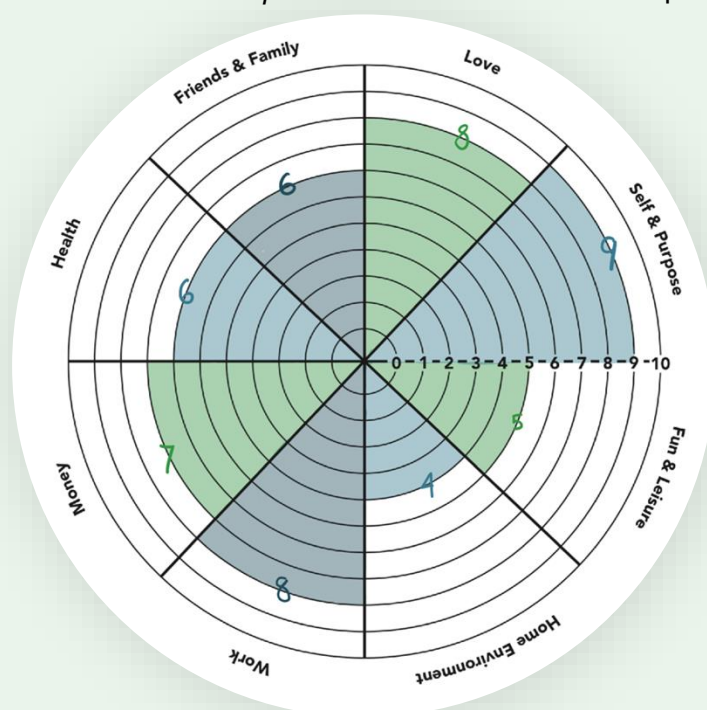
Happy New Year!

Welcome to another year of great appraisals! Our team are here to help, guide you through the process and make your appraisals the best they can be.

Start your year well with a 'wheel of life' self-assessment

Our team are doing a wheel of life this January to self assess our satisfaction with all areas of our life. We invite you to do the same. Simply fill out the blank wheel provided (with thanks to Everyday Positivity) by colouring in the segments up to the number that represents your satisfaction in that area of your life. This can be a quick process or give your mind a well deserved extended creative break. Once complete use the space created by your lowest graded segments to write how you plan to increase your satisfaction in these areas. This is a great regular exercise to check in with yourself, notice areas for extra attention and see how your life compares over time.

Here's an example:




NEW: Working with the Cameron Fund

Our ethos at Wessex Appraisal Service is that appraisal is a gift of protected time for facilitated self-reflection, and personal and professional development planning with an empowering and supportive facilitator.

The [Cameron Fund](#) is the only benevolent fund that solely supports general practitioners and their dependants, and we are proud to be working with them to offer free appraisals to help our GP colleagues in financial difficulties. We pay for their FourteenFish portfolio and ensure their appraisal fulfils the GMC's requirements.

Click the image to be taken to the flyer and approach the Cameron Fund if you need help.

WESSEX
Appraisal Service

**Cameron Fund**
The GP's new charity

LET US HELP YOU

Some doctors run marathons or sleep rough for charity. Our appraisers offer a free of charge appraisal to doctors in financial difficulties. We pay for your FourteenFish portfolio. Our ethos is that appraisal is a gift of protected time for facilitated self-reflection and personal and professional development planning. It should be empowering. It will fulfil GMC requirements.

Wessex Appraisal Service Ltd. is a private medical appraisal service with over fifteen years' experience as the former Health Education England Wessex Appraisal Service. We pride ourselves on facilitating valuable appraisals with outstanding feedback for all doctors.

We are working with the Cameron Fund to offer pro bono (free) appraisals to help our GP colleagues. The Cameron Fund is the only benevolent fund that solely supports general practitioners and their dependants.

"Really enjoyable appraisal meeting in which the appraiser skillfully increased my sense of well-being and pride in my work performance." Appraiser July 2022




"My appraiser was simply outstanding. Has helped me ride through what has been some choppy waters and given me the confidence to continue with the profession that I love." Appraiser July 2022

"Excellent appraiser, very thorough, listens actively and provides appropriate guidance - all of which is massively appreciated and will make a huge difference to my career and work-life balance over the next 12 months." Appraiser July 2022

"I found him more to be like my mentor than appraiser. Encouraged me to move ahead in the right direction in life itself." Appraiser July 2022

"An Oak tree is a daily reminder that great things often have small beginnings" - Mwachiro Dhillwa

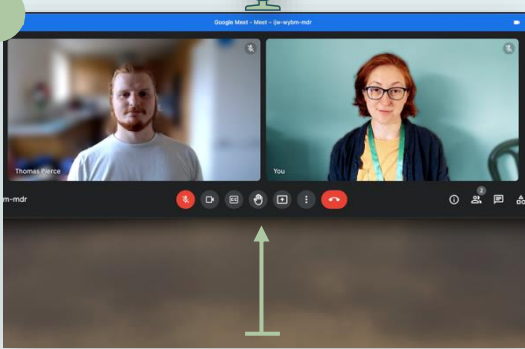
Contact us here

www.wessexappraisal.org		www.cameronfund.org.uk
info@wessexappraisal.org		info@cameronfund.org.uk
07538 369444		02073 880796

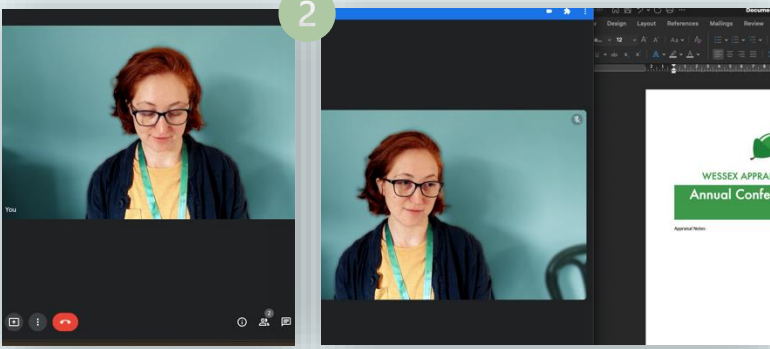
Virtual eye contact in meetings

For virtual meetings including appraisal, ensure your environment is set up for a private conversation and make your colleague aware of any interruptions that may take place. Here are some tips to help maintain eye contact in online meetings. 1. Put your colleague's image at the top of the screen under your camera lens. 2. Ensure you let your colleague know if you are making notes or are reading from notes so they are aware you are focused not distracted. 3. It is natural to talk to your own image when you are on a call, so block or minimise your image to ensure you are giving your colleague your full attention.

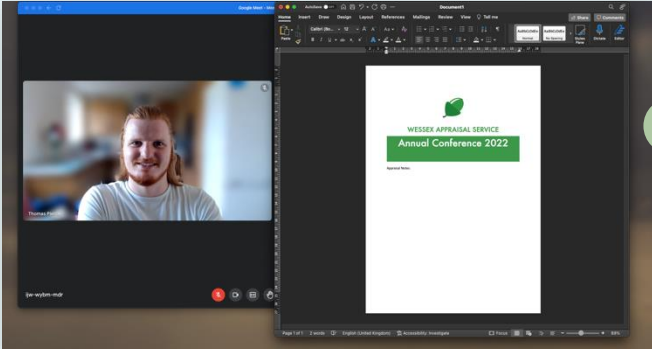
1



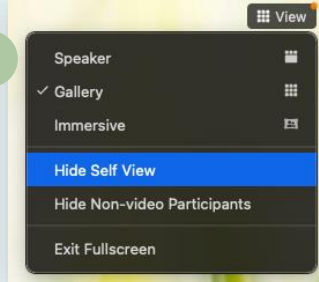
2



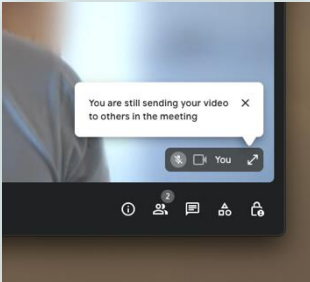
3



Zoom



Google Meet



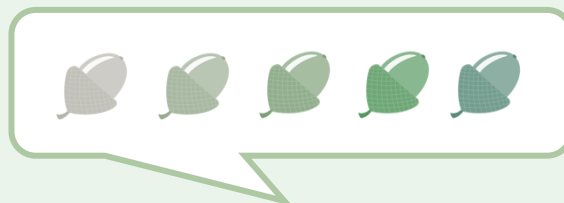
How coaching, mentoring and appraising overlap

Using a sample of our appraisers, we found that around half of them have a formal coaching or mentoring qualification. Even those without formal qualifications feel that they bring coaching and mentoring skills into appraisal. For many appraisers, just like in a consultation, these skills and tools are mostly used unconsciously. So, there are inevitably occasions where their use could be more explicit. Sometimes, your appraiser may use the metaphor of 'changing hats' and ask you if it's OK that they take a different tone by putting on a 'coaching hat' to help you get the most out of your appraisal time. Your appraiser may even ask for permission to challenge you, for example, to encourage you to think about situations from different perspectives. This type of communication is really important during appraisal, as coaching tools can help find a way around 'blocks' in your thinking.

Coaching and mentoring techniques can also be particularly useful when helping develop your PDP goals to make them SMARTER, more achievable and more meaningful to you. Your appraiser is there to help facilitate your reflection, using all their many skills and tools for your benefit.

While your appraiser is there to support you in the short term, they might signpost you to various groups or courses or even email you a couple of times after your appraisal. However, please remember they are not a formal coach and can't support you in the long term. If you realise during the appraisal that you have a need for an ongoing coaching or mentoring relationship, then we recommend making this a PDP goal. To find out more you may wish to explore: [The NHS Leadership Academy](#) or [The FMLM Coaching Network](#).

Thank you so much for your continued feedback.
It is essential in ever improving our service.



Whether or not you are appraised by us, one of the most important things you can do is give feedback to your appraiser to help them know what they do well and where they could improve. At the end of the year we pass on feedback to our appraisers, collated from all their appraisees over the year - so there is still time to give feedback for this year, if you have not already done so. Let us know if you can't find a link!

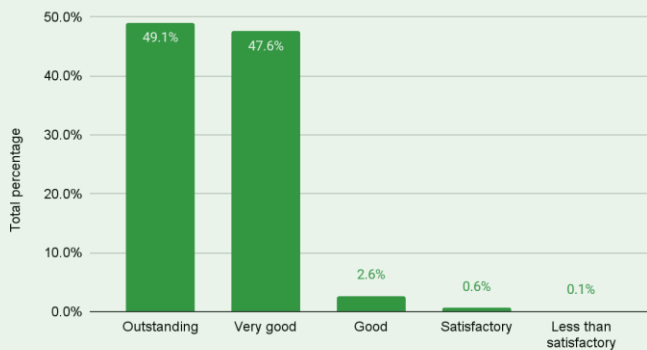
How your feedback helps

If your feedback suggests your experience has been less positive than you deserve, we have a robust system that highlights it on a monthly basis. Tom will come back to you to find out more. We can then share it in a sensitive way with our appraisers to help them improve in real time, not just at the year end. Remember to make the most of your appraisal; you can ask to change your appraiser at any time and you can ask to have the same great appraiser a fourth time too!

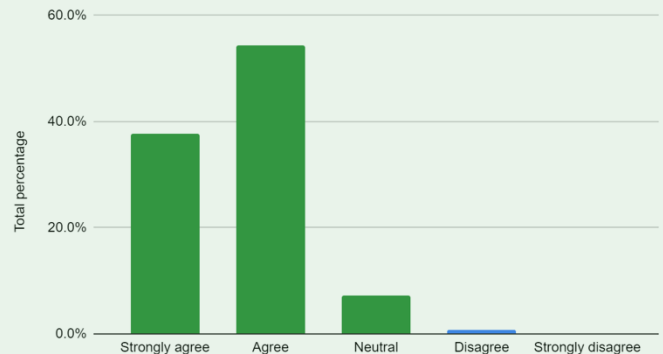
Please do tell us honestly how you feel about the service we provide - we cannot improve without your feedback! We would also appreciate any feedback you may have about our Newsletters, including suggestions for appraisal related topics you would like us to cover. A lot of our subjects originate from our regular appraiser support group meetings, so thank you to everyone who contributes to those.

Below are a couple of graphs showing our Year to Date (YtD) appraisal feedback data to 31st Dec 2022

YtD - Appraiser Skills Assessment



YtD - Was your appraisal useful?



Confidential support for doctors

In addition to all other offers of support, you may find that there is a time when you wish to have an informal conversation with an appraiser between your appraisals. This will give you access to their unique form of peer support mixed with coaching and mentoring skills. Talking it through may be all you need or they may signpost you to other resources.

Please email help@wessexappraisal.org, let us know how best to contact you and mark the subject CONFIDENTIAL. We will get back to you as soon as we can.

Let us bring your attention to our team's updated contact details below:

Contact us

General Enquiries

Emma.pierce@wessexappraisal.org
07538 369444

Accounts and
Booking

Thomas.pierce@wessexappraisal.org
07778 682106

Website

wessexappraisal.org

Linked In

[Wessex Appraisal Service](https://www.linkedin.com/company/Wessex-Appraisal-Service/)

Twitter

[@wessexappraisal](https://twitter.com/wessexappraisal)