

Definitions to assist with scoring the CBF-E-OT evaluation form*

Competency can be defined as "A measurable pattern of knowledge, skills, abilities, behaviors, and other characteristics that an individual needs to perform work roles or occupational functions successfully." Competencies specify the "how" of performing job tasks, or what the person needs to do the job successfully (Shippmann et al., 2000). Competencies represent a **whole-person** approach to assessing individuals.

Competencies tend to be either general (professional behaviours) or technical (OT skill). Please pay close attention to these throughout the student placement. General competencies reflect the cognitive and social capabilities (e.g., problem solving, interpersonal skills) required for job performance. On the other hand, technical competencies are more specific as they are tailored to the particular knowledge and skill requirements necessary for a specific OT job within a certain practice area.

Level 1 – Knowledge application (5222)

Low Stage 1 = 1 on Visual Analog Scale (VAS)- difficulty processing information presented; perhaps confuses ideas/concepts; jumps to conclusions; does not appear to analyze situations; can only follow extremely detailed instructions under high supervision

Rudimentary = 2 on VAS – beginning to understand and apply principles; not overly developed or transferred to alternate situations; concepts/understanding is represented at a concrete level; can perform routine tasks with high degree of supervision

Mastery = 3 on VAS - can transfer knowledge to a variety of situations; can provide quality care with uncomplicated clients/situation with a minimal degree of supervision (pass for 5222)

Level 2 – Transitioning (6111)

Transition = 3 on VAS – beginning to make decisions on viable course of action though may still only see one solution; developing own ideas; demonstrates only after modeling of behaviour; needs consistent and frequent feedback/dialogue about situations

Rudimentary = 4 on VAS- applying principles more readily; making own decisions based on clinical reasoning; with practice can perform skills/tasks with minimal supervision

*Adapted from the document "Definitions to assist with completing the Visual Analog Scale of the Competency Based Fieldwork Evaluation Form" developed by Donna Drynan, Clinical Associate Professor & Academic Fieldwork Coordinator at the University of British Columbia, Department of Occupational Science and Occupational Therapy. We are grateful for her allowing us to share and build upon this resource.

Intermediate = 5 on VAS- able to use cues from client and environment to shape interactions; reflecting on action (after something has occurred)

Mastery = 6 on VAS- reflecting in action is beginning; some cuing/supervision still required; may still require practice & assistance to achieve high quality in complex skills though very efficient with routine skills

Level 3 – Consolidation (6222)

Transition = 6 on VAS – reflecting on action (after they have done something) should be evident; providing own hypothesis about situations; showing creativity; quickly picking up on procedural activities they may have encountered before

Rudimentary = 7 on VAS – reflecting in action (during encounter); able to independently carry out tasks/assignments but may not be extremely efficient (high expenditure of time to complete activity)

Mastery = 8 on VAS - ability to perform skills/tasks in a time efficient manner; consistency is exhibited in all behaviors; can function in complex situations (client/environment). Delivers most service independently after initial consultation and some minimal guidance

VAS= Visual Analog Scale