



## **Constructive Feedback Steps**

- 1) Explain the purpose.
- 2) Invite self-assessment, e.g. “Tell me what you think went well and what areas can be improved.”
- 3) Reinforce positive with specific examples.
- 4) Suggest areas for improvement with specific examples.
- 5) Create action plan together (follow-up).
- 6) Ask for questions.
- 7) Ask for feedback on your feedback.

## **References**

Chandler DM, Snyderman LK, Rencic J. Implementing direct observation of resident teaching during work rounds at your institution. *Academic Internal Medicine Insight*. 2009; 7(4):14-15.

Hewson MG, Little ML. Giving feedback in medical education: Verification of recommended techniques. *Journal of General Internal Medicine*. 1998; 13(2):111-116.

Pendleton D, Scofield T, Tate P, Havelock P. *The consultation: an approach to learning and teaching*. Oxford: Oxford University Press, 1984.