

# Feedback that sticks!

1

focused, agreed-upon goal(s)

2

deliberate, observed practice

3

trainee self-assessment

4

faculty's targeted feedback

5

action plan

clinical  
performance  
development  
process

suggested  
feedback  
format

You have been focused  
on \_\_\_X\_\_\_\_\_.

I observed you with \_\_\_\_\_.  
How do you think you did with X?

I think you did well with (specific  
aspects of goal) \_\_\_\_\_.

I suggest you work on (other specific  
aspects) \_\_\_\_\_.

What do you need help with to  
improve? \_\_\_\_\_.

How can I help?

- approached as a CONTINUOUS LEARNING opportunity
  - based on OBSERVATION of a focused, agreed-upon GOAL
    - delivered as IMMEDIATELY as possible
    - follows a STRUCTURED APPROACH
    - is a DIALOGUE with the learner
    - ends with specific ACTION STEPS

character-  
istics of  
effective  
feedback

GW

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