

Resident as Teacher: Giving Feedback Effectively

**SUBHA RAMANI, MBBS, MMED, MPH
KATHARYN MEREDITH ATKINS, MD**

**ACADEMY SYMPOSIUM
HMS**

Introductions and Learning Goals

Points for Discussion

1. Why do residents need skills for giving feedback?
2. What key skills are needed?
3. Designing Resident as teacher sessions on giving feedback
4. Evaluating success of your resident as teacher program

Why?

1. To have residents understand the different goals of feedback and evaluation.
2. To equip residents with effective strategies for giving feedback.
3. To increase residents' comfort level in giving feedback.
4. To increase residents awareness of the necessity of giving feedback.

Mandated by LCME and ACGME

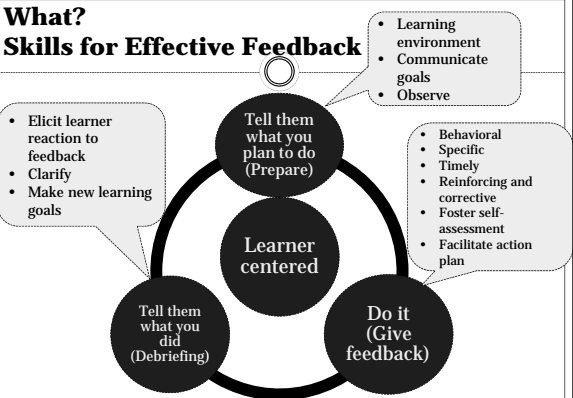
Feedback

“Feedback needs to be refocused as an assessment for learning rather than an assessment of learning.”

*van der Ridder et al, Med educ
2008*

What?

Skills for Effective Feedback



Small group exercises: Generate best practices

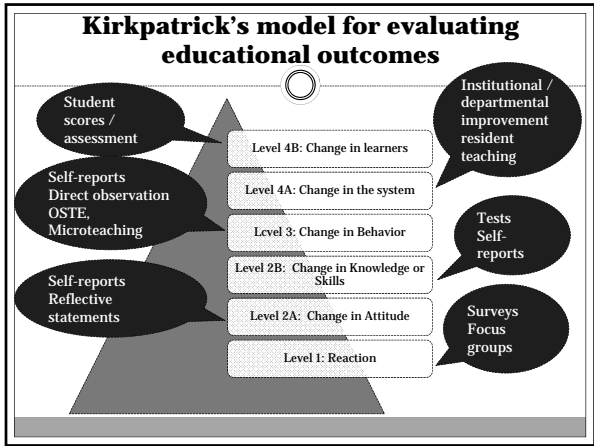
1. Designing a feedback workshop/ s for residents within a larger RAT program
2. Evaluating residents' skills in giving feedback

How? Some Models

- Isolated sessions
 - Lecture (from the pulpit)
 - Seminars (interactive but teacher centered)
 - Workshops (more learner centered and skills practice)
 - Video debriefing (observe and critique behaviors)
 - Role-plays (practice behaviors)
- 1 or 2-day retreats (immersion with feedback as one of the workshops within a larger program)
- Longitudinal programs (across a year?)

Suggested outline for a single session

- **Videotape Scenario.** Consider opening the session with the video clip to spur discussion.
 - Following the video clip create 2 lists entitled "good aspects of the interaction" "poor aspects of the interaction."
- Generate from residents the necessity of giving feedback
- Consider reinforcing the complaint by students (based on several studies) the major deficit in their education being the lack of feedback
- Discuss with residents the difference between **feedback and evaluation** and their implications.
- Teach core skills of giving feedback
- Allow residents to reflect on barriers....
-And then generate solutions
- Role-play exercises



References

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