**SMALL GROUP EXERCISE**

**Designing a Feedback Didactic for your Resident as Teacher Program**

You are an Associate Residency Program Director charged by your Program Director with designing a “Resident as Teacher” (RAT) program. Your program has just been informed by the Clerkship Director that in a recent third year medical student survey, 90% of students reported receiving little to no feedback on their clinical performance from residents. Residents did not set aside dedicated time for feedback and provided feedback that typically consisted of, “Good job” or “You should read more” or “You need to practice physical diagnosis”. Your Program Director would like you to design a session on Giving Effective Feedback to be done as part of a day and a half PGY2 retreat that is to be scheduled.

How would you design this session? What elements would you incorporate in this session?