

# All feedback to prevocational doctors should be...



## Tips for Providing Feedback

- 1** Regular and Timely - Choose the most appropriate time to provide feedback, which can be immediately after a short practice observation or a mutually agreed later time.
- 2** Preparedness – Be prepared to address any response or emotional state of a prevocational doctor and take accountability of your own emotional state.
- 3** Specific and Observable – Avoid generalisations by using phrases like 'I have observed that...'. Be sure to focus on specific areas where the prevocational doctor can improve, balancing positive and constructive feedback.
- 4** Interactive – Begin with phrases such as "Can I provide you with some feedback?" and encourage the prevocational doctor to self-reflect, providing their own perspective.
- 5** Empathy – Support the prevocational doctor's social and emotional wellbeing by remaining sensitive and culturally safe at all times.
- 6** Action Plan and Follow Up – Start by recognising when the prevocational doctor has improved and then set new goals for further progression.