



# Self Assessment and Feedback Program

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# Goals and Objectives

- Engage residents in self-reflection
- Teach “advanced” competencies
- Focus for faculty development

# Outcomes

- Included in PIF as “Best Practice”, learning activity for PBL&I, and faculty development
- Maximum review cycle length and mentioned by site reviewer

# Implementation

- Faculty development
- Self Assessment and Feedback Card
- Requirement for semi-annual review

# Faculty Development

- Two workshops
  - Portion of one quarterly faculty meeting
  - Portion of faculty retreat

# Effective feedback should be:

- **Important to both the learner and observer**
- **Timely**
- **Based on specific observation**
- **Pertaining to decisions and actions rather than the individual's personality**
- **Nonjudgmental i.e. monitor the use of language such “more effective/less effective” rather than “good/bad”**

# Self-assessment and feedback card

- Initiated by resident
- Seven questions along six competencies
- Ipsitive scale
- Engages resident in self-reflection and “springboard” for faculty feedback

# Self-assessment and feedback card

- Patient Care:

Did you give compassionate, appropriate, and effective patient care, and competently perform all medical and invasive procedures?

- Medical Knowledge:

Did you demonstrate adequate basic and clinical science knowledge, and apply this knowledge to patient

# Self-assessment and feedback card

- **Interpersonal and Communication Skills:**  
Did you work as a team with nurses, other health care professionals, patients and their families?
- **Systems-Based Practice:**  
Did you utilize awareness of the larger health care system to provide patient care of optimal value?

# Self-assessment and feedback card

- Professionalism:

Did you demonstrate a commitment to carrying out professional responsibilities (including complete charting and documentation)?

Did you adhere to ethical principles, and demonstrate a responsiveness to patients and society that superseded self-interest?

# Self-assessment and feedback card

- What did you learn today?
- What do you plan to improve? How?
- Resident Name: \_\_\_\_\_  
Signature: \_\_\_\_\_
- Staff Name: \_\_\_\_\_  
Signature: \_\_\_\_\_
- Date of Encounter: \_\_\_\_\_
- Date of Feedback: \_\_\_\_\_

# Requirement for Semi-Annual Review

- Each resident must have 5 cards for each month rotation within department
- Participation considered aspect of professionalism

# Summary of Self-Assessment and Feedback

- Provides a structure to establish self-reflection, which is essential to life-long learning
- May allow for teaching and actual improvement in the “advanced” competencies
- Can be utilized to satisfy several program requirements