

#10U Workshop: How to give “negative” feedback in health professions education – Conceptual issues & best practices (2765)

Location: Room 204

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Background: There is growing awareness in health professions education that feedback is a central element of competency development. Despite a wealth of experience and practice, the conceptual basis and empirical evidence on how to give feedback is still sketchy. Giving "negative" feedback, i.e. specific feedback that addresses shortcomings in learners' performance is challenging as it might threaten self-concept or self-confidence. This might weaken the constructive and conducive potential that feedback has for personal and professional development.

Who Should Attend: Everybody who is interested in deepening his or her feedback competencies. Participants should have some experience in giving feedback in an educational setting e.g. undergraduate or graduate health professions education.

Structure of Workshop: We will discuss different models and frameworks for feedback and focus on guidelines for giving negative feedback in particular, such as: how to establish trust, how to avoid ambiguity, and how avoid the right-wrong discussion. We will also reflect the perspective of the feedback-recipient by providing opportunities for some self-experience in role-plays.

Intended Outcomes: Participants will 1) share and reflect their feedback experience, 2) give feedback, observe and reflect on feedback in a controlled setting, 3) discuss models and conceptual frameworks related to feedback in medical education, 4) Share and discuss best practices especially with regard to giving negative feedback.

Level: Intermediate/Advanced