

#4T Conference Workshop: How to give negative feedback in medical education – Conceptual issues & best practices (135469)

Location: MR 128 – P1

Goetz Fabry*, Albert-Ludwigs-University, Department of Medical Psychology & Sociology, Freiburg, Germany

Anja Haertl*, Ludwig-Maximilians-University, Institute for Medical Education, Munich, Germany

Claudia Kiessling*, Brandenburg Medical School, Neuruppin, Germany

Monica van de Ridder*, Michigan State University, East Lansing, USA

Background: There is growing awareness in medical education that feedback is a central element of effective learning and competency development. However, despite a wealth of experience and practice with feedback, the conceptual basis and empirical evidence on how to give feedback is still sketchy. Giving negative feedback, i.e. specific feedback that points to shortcomings in learners' knowledge or performance is especially challenging as it might question a person's self-concept or self-confidence. This in turn might weaken the constructive and conducive potential that feedback might have for personal and professional development. Against this background, we will discuss different models and frameworks for feedback and focus on how to give negative feedback in particular.

Structure of Workshop: Initially we will present and discuss different feedback models used in Medical Education and their underlying rationale. Participants will then have the opportunity to exchange their best feedback practices and reflect on why they are doing, what they are doing. We will then practice giving negative feedback in triads (1 feedback giver, 1 feedback recipient, 1 observer) and let people reflect on their experience. Finally, participants will work out take home messages and we will wrap up the workshop.

Intended Outcome: 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.

Who Should Attend: Everybody who is interested in deepening his or her feedback competencies.

Workshop Level: All levels