Feedback: A Two-Way Conversation

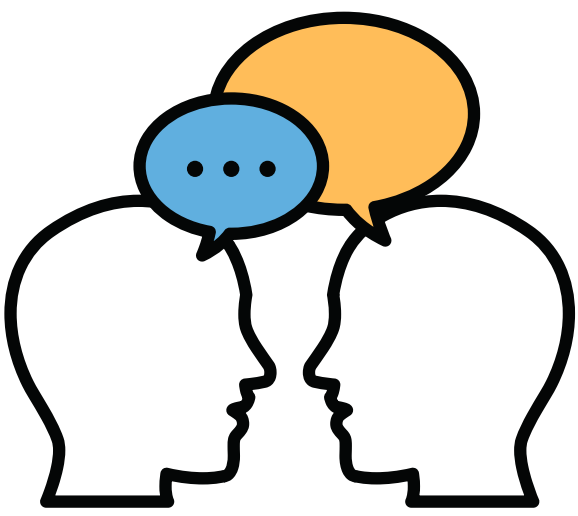
Phase 2 Collaborative Feedback Professional Development
for Preceptors and Students
Year 2 Preliminary Analysis (2020-21)

August 2021

Feedback Professional Development Sessions

Effective feedback is optimized in a 'two-way conversation' where learners and preceptors develop trust and an educational alliance.

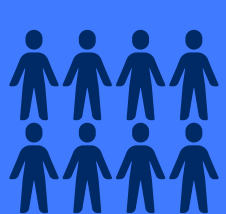
Innovative 2.5 hour professional development sessions occurred via Webex with the Phase 2 communities of Dryden, Fort Frances, and Sioux Lookout. During each session, students and preceptors learned with and from each other.



Who Participated?

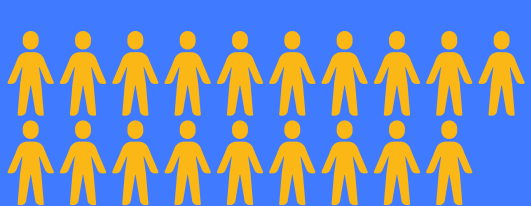
Students

- 100% completed pre-survey
- 75% completed post survey



Preceptors

- 78% completed pre-survey
- 74% completed post-survey
- 63% completed follow-up survey



Joint Sessions Build Skills

Students

- Importance of feedback
- Effective feedback communication
- Preceptor's perspective
- Greater self-reflection
- Openness to feedback

Preceptors

- Learner's role in feedback
- Appropriate time and place to deliver feedback
- Sense of collaboration in feedback
- Greater self-awareness

"[Preceptors] are giving feedback to make me a better physician one day and that I should take it and try to apply the feedback at the next opportunity."

"[Previously] I have not asked the learner how they think they are doing as much as I should. I am more aware how actively including the learner in a bilateral conversation will add to my feedback sessions."

Joint Sessions Build Relationships

Students

Appreciated their preceptor's perspective.

"I really enjoyed having the preceptors involved in the session to hear their thoughts in opinions on receiving feedback in their prior training and providing it to students."

Preceptors

Related to students and gained their insights.

"I really thought it was valuable to have their feedback and participation. I very much enjoyed it. I think it helps put each of us in the others shoes."

Information or questions?
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