

## Special Assessment and Milestone Mapping

### Special Assessment 3

#### Title: Giving and Receiving Feedback

**Description:** This special assessment is to be utilized when a trainee has the opportunity to give or receive feedback under observation of a faculty member. Examples include but are not limited to faculty assessment of how a trainee receives and utilizes feedback and how a trainee delivers feedback to others. This may be formal feedback in the form of a progress report or evaluation, or informal such as after performing a procedure or handling a difficult situation. Feedback by the trainee can be to a faculty member, team-member, or another learner.

This assessment should be used any time a trainee has the opportunity to demonstrate behaviors in the domains of Professionalism and Communication while giving or receiving feedback. The assessment options for each behavior will be: "No Opportunity to Demonstrate", "Failed to Demonstrate", and "Successfully Demonstrated." The specific behaviors and corresponding milestones are as follows— **note: the same milestone may be awarded in more than one demonstrated behaviors:**

#### 1. Giving Feedback

- **Provides appropriate feedback to medical students**
  - P4-L1-1 – Provides appropriate, constructive, and supportive feedback to medical students
- **Provides appropriate feedback to other team members**
  - P4-L4-1 – Provides appropriate, constructive, and supportive feedback to other members of the healthcare team
- **Provides appropriate feedback in challenging situations**
  - PF-L5-1 – Provides appropriate, constructive, and supportive feedback in a challenging situation (e.g. adverse event, resistance to feedback, or to a more experienced practitioner)

#### 2. Receiving Feedback

- **Accepts constructive feedback with minimal resistance**
  - P4-L1-1 – Accepts feedback but occasionally demonstrates resistance
- **Accepts feedback and incorporates it into practices**
  - P4-L2-2 – Accepts feedback and incorporates into practice
  - IC-L1-1 – Recognizes and respects the expertise of other team members
- **Consistently seeks out feedback and incorporates it into practice**
  - P4-L2-3 – Consistently seeks out feedback, reflects upon it, and incorporates into practice

- P4-L3-1 - Seeks out feedback from other members of the team