

# ACGME Survey Response Framework



A structured guide to move from reaction to intentional response when reviewing ACGME Resident and Faculty Survey results.

## 1. Pause & Initial Processing

Before taking action, create space to process both the data and the initial response.

- Have we allowed time to review results before acting?
- What is our immediate reaction—and how might that influence our interpretation?
- Are we responding from urgency or understanding?

## 2. Pattern Recognition

Shift from individual data points to broader patterns.

- What themes appear across programs?
- Are there trends compared to prior years?
- What may reflect institutional vs program-specific issues?

## 3. Resident Engagement Planning

Approach resident discussions as structured listening opportunities.

- What is the purpose of this conversation?
- What key questions do we need to explore?
- How will we ensure the discussion gathers insight rather than reacting to results?

## 4. Institutional Alignment

Clarify expectations before initiating program-level action.

- What requires program-level response?
- What reflects broader institutional patterns?
- Are expectations consistent across programs?

## 5. Intentional Action

Move from urgency-driven fixes to sustainable improvement.

- What actions are based on clear patterns vs isolated concerns?
- Are changes designed for long-term improvement?
- How will we monitor impact over time?

## Guiding Principle

Strong GME institutions do not respond faster—they respond more intentionally.

Creating space for understanding before action allows survey data to become a tool for meaningful improvement rather than reactive change.