

Do You Provide Honest Feedback on Your Resident Evaluations?

Most Faculty Don't.

Here's Why...

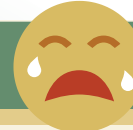


Reasons Faculty Avoid Being Honest on Evaluations



I don't want to appear mean

If I correct their decision-making, they may think I am being difficult. This is a "teaching opportunity"; you are concerned about the learner's performance. Your commitment to the public is to train residents to be excellent physicians



I don't want to upset the learner

He/she will be even more upset when he/she learns you allowed them to go along thinking everything was fine when you knew it wasn't.



I'm unsure how the learner will react

You don't know to what degree. But, if you have serious concerns about his/her welfare—or your safety—you need to address them by having the appropriate people present.



Won't it go away on its own?

Wishing, hoping, or thinking the problem will go away does not work—problems rarely resolve themselves spontaneously. They often get worse if you do nothing to intervene.



Confrontation makes me uncomfortable

Confront the **problem**, not the person. View the interaction as a "teaching opportunity", a time to help the person. Approach the person as you approach a patient with "bad news"—in a caring, concerned, and compassionate manner



I'm afraid of litigation

You are more likely to end up in a deposition for a malpractice suit. Just as in clinical practice, follow established educationally sound and legally defensible procedures. Documentation is key.



It's too late to do anything

Just because action was not taken in past should not deter you from addressing concerns. Instead, address it whenever it occurs. It's never too late to help another person improve.



I/We contributed to the problem

If that is true, then acknowledge it. However, don't compound the situation by using that as an excuse for not talking with the person. Ironically, past failures to address the mistake or problem often contribute to the current problem.

Let Partners® experienced GME Consultants provide the guidance and resources to educate faculty from an unbiased perspective on professionalism and how to produce meaningful effective evaluations.