



# Is the Grass Greener? Feedback and Evaluation from the Other Side

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## BACKGROUND

The Internal Medicine (IM) residency program recognized that there was discordance between evaluations done by faculty and newly promoted Senior Residents (SR). While existing faculty had undergone training and calibration, we felt that we should prepare our graduating residents for the life of the evaluator.

## SUMMARY OF WORK

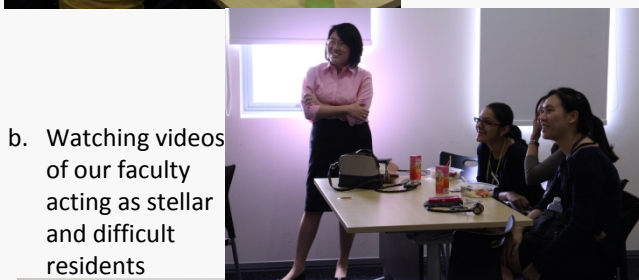
A 2 hour interactive workshop was formulated covering the following topics

1. The importance of evaluation
2. How to assess a junior – work placed based assessment and calibration
3. Teaching a skill
4. Giving feedback

Various modalities were used including videos, anonymised evaluations of the star performer and the struggling learner and role play with “standardised residents”. Final year IM residents and newly promoted SRs were invited to attend. Participants were asked for feedback at the end of the workshop that included qualitative comments.



a. Using work place based assessments



b. Watching videos of our faculty acting as stellar and difficult residents



c. Role play with the difficult resident

Fig 1 (a-c). Various modalities used in the workshop

## RESULTS

23 participants attended the workshop. The facilitators felt that the participants were engaged and vocal. 100% of the participants agreed that the topics selected are helpful to improve their skills in evaluation juniors and giving feedback 96.7% felt that the workshop added to their knowledge and skills. 95.7% of the participants felt that the format of the workshop was suitable for their learning needs and development.

When asked what they enjoyed most and learnt from the course, responses included:

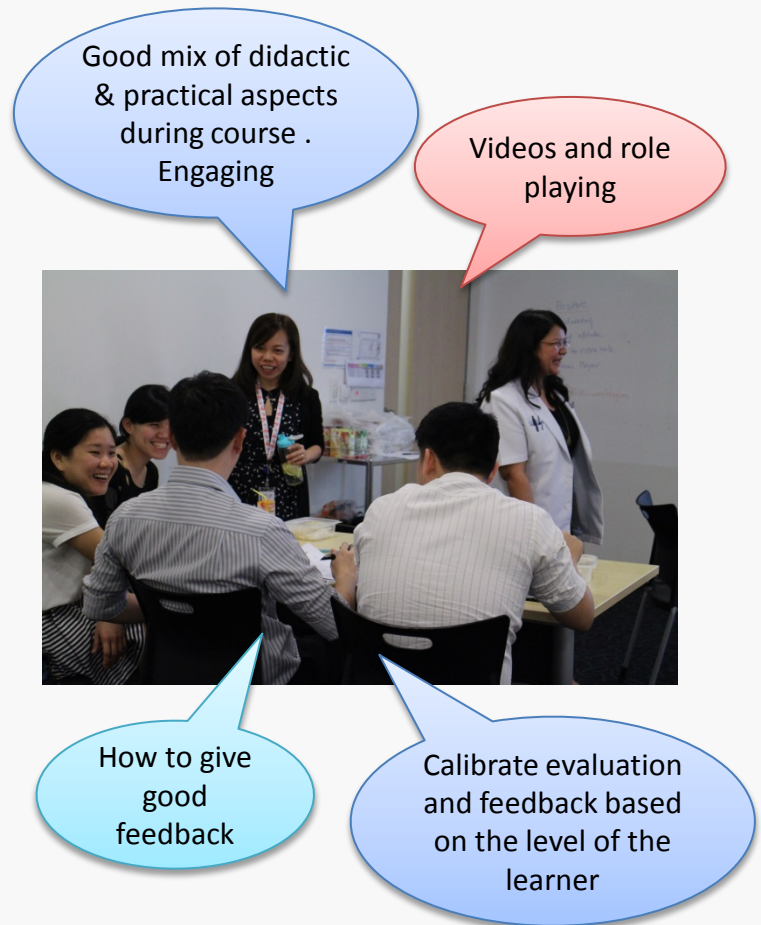


Fig 2. Qualitative feedback from participants

## CONCLUSION

An interactive workshop using multiple modalities is a fun and effective way to introduce the residents to new roles they are about to take on.

## Take Home Message

We should prepare our residents for the various roles they take on as they progress in their career, including that of the evaluator and person giving feedback.