

Feedback Principles and Examples

Principle	Negative Example	Positive Example
Constructive Feedback	<p><u>Preceptor:</u> "Ash, your patient assessments need improvement."</p> <p><u>Student:</u> "Can you be more specific, Alex?"</p> <p><u>Preceptor:</u> "Just do better next time."</p>	<p><u>Preceptor:</u> "Ash, your patient assessments are thorough, but I noticed a few opportunities for improvement in your documentation. Let's review them together."</p> <p><u>Student:</u> "Thanks, Alex. I appreciate the feedback. I wasn't sure of the abdominal assessment charting."</p>
Specificity	<p><u>Preceptor:</u> "Ash, your charting need improvement."</p> <p><u>Student:</u> "Can you be more specific, Alex?"</p> <p><u>Preceptor:</u> "Just look at it and fix it. Do better next time."</p>	<p><u>Preceptor:</u> "Ash, your patient charting is fairly thorough, but I noticed a few opportunities for improvement in your documentation of physical assessment, especially your abdominal assessment. Let's review it together."</p> <p><u>Student:</u> "I wasn't sure of that area. I'll work on being more detailed in my abdominal assessment charting."</p>
Timeliness	<p><u>Preceptor:</u> "Ash, I want to talk with you about your 10 am medication pass from two weeks ago. Can we talk about it later today?"</p> <p><u>Student:</u> "Um, I don't remember what I did that day. I'd have to look it up in my notes. I thought my med pass was ok that day as we didn't talk more about it then."</p>	<p><u>Preceptor:</u> "Ash, I want to talk with you about your 10 am medication pass. Can we talk about it later today?"</p> <p><u>Student:</u> "Yes, I remember I really fumbled with the syringe and the IV tubing. I can talk later today."</p>
Respectful Delivery	<p><u>Preceptor:</u> "Ash, I want to talk with you about your 10 am medication pass from two weeks ago. Can we talk about it later today?"</p> <p><u>Student:</u> "Um, I don't remember what I did that day. I'd have to look it up in my notes. I thought my med pass was ok that day as we didn't talk more about it then."</p>	<p><u>Preceptor:</u> "Ash, I want to talk with you about your 10 am medication pass. Can we talk about it later today?"</p> <p><u>Student:</u> "Yes, I remember I really fumbled with the syringe and the IV tubing. I can talk later today."</p>