**Multi-Source Feedback: Guide for Performance Reflection**

To fully review your results, we suggest you work your way through the tables and graphs in the **patient** feedback and then repeat with your **colleague** feedback, you may find this a useful exercise for future professional development.

 **Participant Name:**       **Date:**

|  |
| --- |
| Which four questions received the highest and which four questions received the lowest ratings |
| Patient feedback *(refer Table 1.1 of CFEP360 Report: Patient Feedback – Distribution and Frequency of Ratings)* | Colleague feedback *(refer Table 2.1 of CFEP360 Report: Colleague Feedback – Distribution and Frequency of Ratings)* |
| Highest | Lowest | Highest | Lowest |
| 1.   | 1.  | 1.  | 1.  |
| 2.  | 2.  | 2.  | 2.  |
| 3.  | 3.  | 3.  | 3.  |
| 4.  | 4.  | 4.  | 4.  |

|  |
| --- |
| In which areas were you stronger? Were you surprised by this? |
| Patient feedback      | Colleague feedback      |
| In which areas did you not perform as well as expected? What can you do to improve those areas? |
| Patient feedback      | Colleague feedback      |
| Are the ratings given to you by one group higher than the ratings of the other group? |
| Patient feedback      | Colleague feedback      |
| How did your scores compare with the benchmark values? |
| Patient feedback      | Colleague feedback      |

**Patient and Colleague Comments**

|  |
| --- |
| How would you describe the overall tone of the comments? |
| Patient feedback      | Colleague feedback      |
| Which comments are you happiest with and why? |
| Patient feedback      | Colleague feedback      |
| Which comments are you least happy with and why? |
| Patient feedback      | Colleague feedback      |
| Are there any recurrent themes in the patient and colleague comments?Do they indicate specific areas of strength or where future development may be helpful? |
|       |

**Self-Assessment**

|  |
| --- |
| Did your self-assessed ratings tie-up with the colleague scores? Are there specific areas where they deviate more than others? |
|       |
| Are you perceived by patients and colleagues as you would expect? |
|       |
| Having reflected on the quantitative and qualitative feedback from your patients and colleagues, what do you think are the areas of greatest strength? What concrete things can you do to build on these? What resources do you need to do these things? |
|       |
| What do you think are the areas of least strength? What concrete things can you do to build on these? What resources do you need to do these things? |
|       |

**Planning for the Future**

|  |
| --- |
| Can you identify any goals from this reflection? |
| 1.       |
| 2.       |
| 3.       |
| 4.       |