

## **Teaching Residents to Teach**

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### **Characteristics of Effective Feedback:**

- Be specific, avoid general “Doing Fine”
- Be objective, based on observable behaviors
- Should be timely and immediate
- Should be frequent and continuous
- Provide a “next step,” how to improve

### **Opportunities and Settings for Feedback:**

- Walk between patient’s rooms
- During or immediately after procedures or surgeries
- Review written notes and orders
- At the bedside (must be careful and sensitive)
- Formal sit-down once a week (overtly label as feedback)