

**Purpose:** The goal of this session is for the residents to reflect on how they receive and provide peer feedback, arguably at times the most difficult kind of feedback to give! We relate to our colleagues and understand contextual factors that sometimes impede our ability to be honest or most helpful. Imagine we were able to leave ego/competition at the door, where you are able to ask a colleague for “feedback” believing that this colleague has only the best of the intentions and that they want you to be the best pediatric resident/pediatrician you can be for your future patients and families.

**10 SIGNS YOU'RE IN THE RIGHT HEADSPACE TO GIVE FEEDBACK**  
from Dare to Lead - by Brené Brown

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- I'm ready to sit next to you rather than across from you
- I'm willing to put the problem in front of us rather than between us
- I'm ready to listen, ask questions, and accept that I may not fully understand the issue
- I'm ready to acknowledge what you do well instead of just picking apart your mistakes
- I recognise your strengths and how you can use them to address your challenges
- I can hold you accountable without shaming or blaming
- I'm open to owning my part
- I can genuinely thank you for your efforts rather than just criticizing you for your failings
- I can talk about how resolving these challenges will lead to growth and opportunity
- I can model the vulnerability and openness that I expect to see from you

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Book: Dare to Lead: Daring Greatly and Rising Strong at Work. Brené Brown. 2018

Pre-session Required Reading:

1. [State of the Science in Health Professional Education - Effective Feedback](#)
2. [Giving Feedback to Medical Students and Trainees - Rules and Realities](#)

### Questions to discuss as a group:

- 1) Are we ever in this “right headspace”? How can we foster this?
- 2) Talk about an example of the “best” feedback you’ve ever received as a trainee thus far in your journey? What made the feedback so great?
- 3) There are so many barriers but what are the facilitators that we have control over for this kind of feedback?

### Receiving Feedback:



Receiving Feedback as Brene Brown writes is tough. Brene challenges us to develop these self-talk phrases to best receive feedback no matter how the feedback is delivered:

- 1”I’m brave enough to listen”
- 2”There is something valuable here. Take what works and leave the rest.”
- 3”This is the path to mastery”

Required Watch:

<https://hbr.org/video/3166586126001/get-better-at-receiving-feedback>

Questions to discuss as a group:

1. Does this resonate with the group? Why and why not?
2. Ponder what might be different the next time you give feedback.