

Appendix 1

Feedback questionnaire

Dear Colleague

Kindly answer the below questions about your current knowledge, attitudes and practices about providing feedback to your trainees.

Your participation is voluntary and all responses will be kept confidential

Please tick the appropriate box:

1. Please indicate your years of teaching experience: _____

2. Please indicate your Gender
Male Female Other

KNOWLEDGE:

3. A desired standard must always be set prior to observing a skill and providing feedback.

Strongly Agree Agree Disagree Strongly Disagree

4. To provide feedback on trainee performance, a skill must be observed.

Strongly Agree Agree Disagree Strongly Disagree

5. Objectives should be defined to the trainee, so that the trainee knows the standard that is required of them prior to assessing their skills.

Strongly Agree Agree Disagree Strongly Disagree

6. Before delivering feedback, a self-assessment of the trainee's performance is required.

Strongly Agree Agree Disagree Strongly Disagree

7. A plan to improve must encourage 2-way communication with an opportunity to ask questions.

Strongly Agree Agree Disagree Strongly Disagree

8. Feedback provided should encourage self-reflection.

Strongly Agree Agree Disagree Strongly Disagree

ATTITUDES:

9. I have difficulty giving 'negative' feedback as the Registrars may react negatively.

Strongly Agree Agree Disagree Strongly Disagree

10. The tone of voice in which feedback is delivered impacts how it is received.

Strongly Agree Agree Disagree Strongly Disagree

11. The year and level of experience of the trainee influences how I deliver feedback.

Strongly Agree Agree Disagree Strongly Disagree

12. The gender of the trainee influences how I deliver feedback.

Strongly Agree Agree Disagree Strongly Disagree

13. The race or ethnicity of a trainee influences how I deliver feedback.

Strongly Agree Agree Disagree Strongly Disagree

14. There is mutual respect between registrars and myself.

Strongly Agree Agree Disagree Strongly Disagree

15. I feel I have adequate knowledge and skills to adequately provide feedback to a trainee.

Strongly Agree Agree Disagree Strongly Disagree

16. I would like to receive training to give feedback effectively.

Strongly Agree Agree Disagree Strongly Disagree

17. I would like to receive feedback about the feedback I give.

Strongly Agree Agree Disagree Strongly Disagree

PRACTICE:

18. I usually set aside time to ensure feedback is given.

Strongly Agree Agree Disagree Strongly Disagree

19. The time spent with the trainee during the rotation is adequate to accurately provide feedback.

Strongly Agree Agree Disagree Strongly Disagree

20. When giving feedback, specific details about performance are given.

Never Rarely Often Always

21. When giving feedback, I focus mainly on the negative aspects of the trainee's performance.

Never Rarely Often Always

22. The feedback I provide to trainees includes suggestions of how to improve as well as a set of reasonable and feasible expectations.

Never Rarely Often Always

23. Feedback is delivered timeously to allow time for the trainee to act on it.

Daily Weekly When time permits Never

24. Follow up is done with trainees to see if progress has been made since feedback was last given.

Never Rarely Often Always

25. The pressure of service delivery often impedes my delivery of feedback.

Strongly Agree Agree Disagree Strongly Disagree

26. Which method of feedback would you prefer to use to give feedback to the Registrars?

Verbal Written

Electronic-computer based / Mobile App

Other If other, please explain:

27. Would you be willing to use an App on your mobile device to provide frequent feedback to trainees?

YES NO

28. Do you think the "green form" is an adequate tool to give effective feedback to the Registrars?

YES NO

Please elaborate

29. What are the challenges, with the current feedback system for the Registrar training programme?

30. Give suggestions to improve the feedback culture in the Department of Anaesthesiology