

**JOHNS HOPKINS UNIVERSITY SCHOOL OF MEDICINE  
MEDICAL EDUCATION SYMPOSIUM**

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**REFERENCES FOR GIVING AND ELICITING FEEDBACK**

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1. Westberg J, Jason H. Providing Constructive Feedback. In: Collaborative Clinical Education: The Foundation of Effective Health Care, NY; Springer Pub. 1993.
2. Ende J. Feedback in Clinical Medical Education. 1983 JAMA 250:p777-81.
3. Ende J. The Evaluation Product A: Putting It to Use. In Lloyd JS, Langsley DG, eds. How to Evaluate Residents. Chicago; American Board of Medical Specialties, 1986, pp.99-116.

*A pair of classic references that present practical guidelines for providing effective feedback to residents and medical students. Figure 1 in Reference 3 provides useful guidelines for determining the causes and effective interventions for performance problems.*

4. Branch WT JR., Paranjape A. Feedback and reflection: teaching methods for clinical settings. Acad Med 2002;77:1185-1188.
5. Porter L. Giving and Receiving Feedback; It Will Never Be Easy, But It Can Be Better. NTL Reading Book for Human Relations Training. 1982 NTL Institute.
6. Orlander JD, Fincke BG. Soliciting Feedback: On Becoming an Effective Clinical Teacher 1994; J Gen Intern Med. 9:p334-5.
7. Kern DE. Confronting Individuals About Performance Problems. Johns Hopkins Faculty Development Program for Clinician-Educators. (Supplement to Handout)

*For serious problems that have not responded to feedback, have not been acknowledged.*

8. Eliciting Feedback. Johns Hopkins Faculty Development Program for Clinician-Educators. (Supplement to Handout)

*You can role model eliciting, receiving, and responding to good feedback, and, in so doing, help yourself, your learners, and the learning climate.*

9. Kern DE, Cole KA. Eliciting Feedback within the Context of a Relationship. Table prepared for AAPP workshop, January, 2000. (Supplement to Handout)

*This table summarized the intra- and inter-personal processes that occur when one elicits / receives feedback.*