

MENTOR FEEDBACK FORM: Used by Senior/experienced mentor observing less experienced mentor "Mentor in Training or Trainee" while they are working with resident

Senior Mentor: _____ Mentor in Training: _____

O/ 5 MICROSKILLS

- GETTING A COMMITMENT

- PROBE FOR SUPPORTING EVIDENCE

- TEACH GENERAL RULES (AS INDICATED)

- REINFORCE WHAT WAS DONE CORRECTLY

- CORRECT MISTAKES

Assessment:

Plan and Follow Up:

Signature of Senior Mentor

Date

EXAMPLE OF MENTOR FEEDBACK of Senior Mentor observing less experienced "Mentor in Training (Trainee)" while they working with resident.

Trainee was occupied with the PD class until 2:30p; thus, I took the lead on mentoring Resident with her 2:30 patient (a 74 y.o. male w/10 yr. history of PD), although Trainee was able to sit in on some of the treatment and make some comments. Trainee took the lead on mentoring Resident with her 3:15p patient (an 80 y.o. female s/p CVA with mild L. hemiparesis).

O/ 5 MICROSKILLS

- **GETTING A COMMITMENT**
 - a. At this point in time, Trainee tends to provide information rather than to ask open-ended questions which would allow Resident to self-reflect "in action" and provide insight into how she is thinking while with a patient. During the feedback portion of my mentoring Trainee, she initiated this self-reflection, noting that this is an area of improvement for her.
 - b. Trainee noted that she still tends toward the "CI/student" relationship during her mentoring.
- **PROBE FOR SUPPORTING EVIDENCE**
 - a. (same comment as for #1. above)
- **TEACH GENERAL RULES (AS INDICATED)**
 - a. This is an area of strength for Trainee. For both patients, she emphasized the need to address both safety and caregiver training that would transfer into carry-over at home and in the community.
 - b. Trainee, who works P/T acute and P/T outpatient, is in an excellent position to help PT residents differentiate and integrate the differences between safety and caregiver training needs in the acute care vs. outpatient settings.
- **REINFORCE WHAT WAS DONE CORRECTLY**
 - a. Trainee appeared fairly comfortable observing and offering positive feedback to Resident with both patients seen today.
 - b. I encourage Trainee to continue to strengthen her observations and skills in this area.
 - c. Trainee did an excellent job commending and reinforcing Resident in her write-up of this mentoring session.
- **CORRECT MISTAKES**
 - a. Not applicable during sessions with today's patients.
 - b. Trainee did an excellent job in her write up of areas where Resident can improve.

Assessment: Trainee is well on her way towards developing her skills as a Mentor for the Neuro PT Residency Program. She will benefit from further mentoring by Arlene and Christina. I encourage Trainee's mentors to provide written, as well as verbal, feedback to Trainee.

Plan: Continue mentoring schedule per Neuro PT Residency schedule.

Signature of Experienced/Senior Mentor

Date: _____