

### Multisource feedback (colleagues) – structured reflective template

Date of feedback		Number of colleagues giving feedback	
Feedback scheme used			
Name and designation of person who collated and gave feedback			

Main outcomes of feedback (look at positive outcomes, as well as learning needs).

What learning might I undertake? (It may help to separate learning from changing your behaviour. So, rather than 'I will show more respect to nursing colleagues', it might be more productive to undertake learning that develops your understanding of the benefits of the diversity of teams. Your ideas in this section can be discussed further with your appraiser.

Final outcome after discussion at appraisal (complete at appraisal, considering how outcome will improve patient care).

**Multisource feedback (patients / carers) – structured reflective template**

Date of feedback		Number of patients/carers giving feedback	
Feedback scheme used			
Name and designation of person who collated and gave feedback			

Main outcomes of feedback (look at positive outcomes, as well as learning needs).

What learning might I undertake? (To think about feedback from patients/carers from marginalised groups. To consider involvement with a local patient or carer group.)

Final outcome after discussion at appraisal. (Complete at appraisal, considering how outcome will improve patient care.)