

The use of multisource feedback in developing junior doctors' leadership skills

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Background;

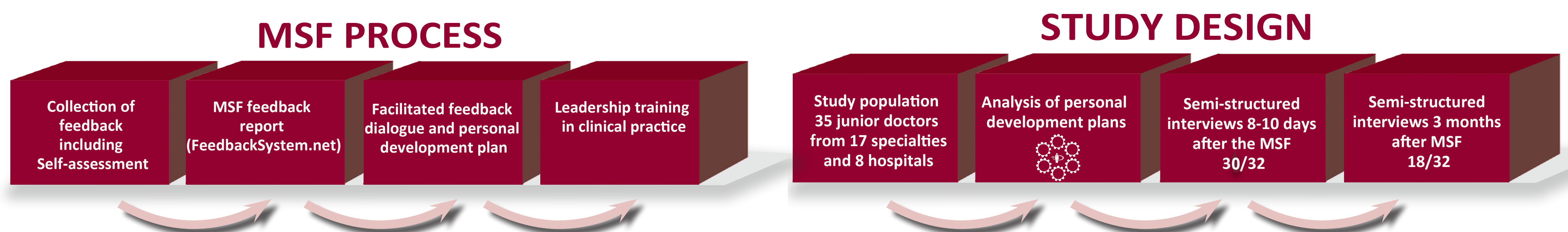
All doctors need leadership skills to contribute to the management of the complex health-care system. Multisource Feedback (MSF) is an acknowledged formative assessment method widely implemented in specialist training.

RQ;

How can MSF be used to support the development of junior doctors' leadership skills in clinical practice?

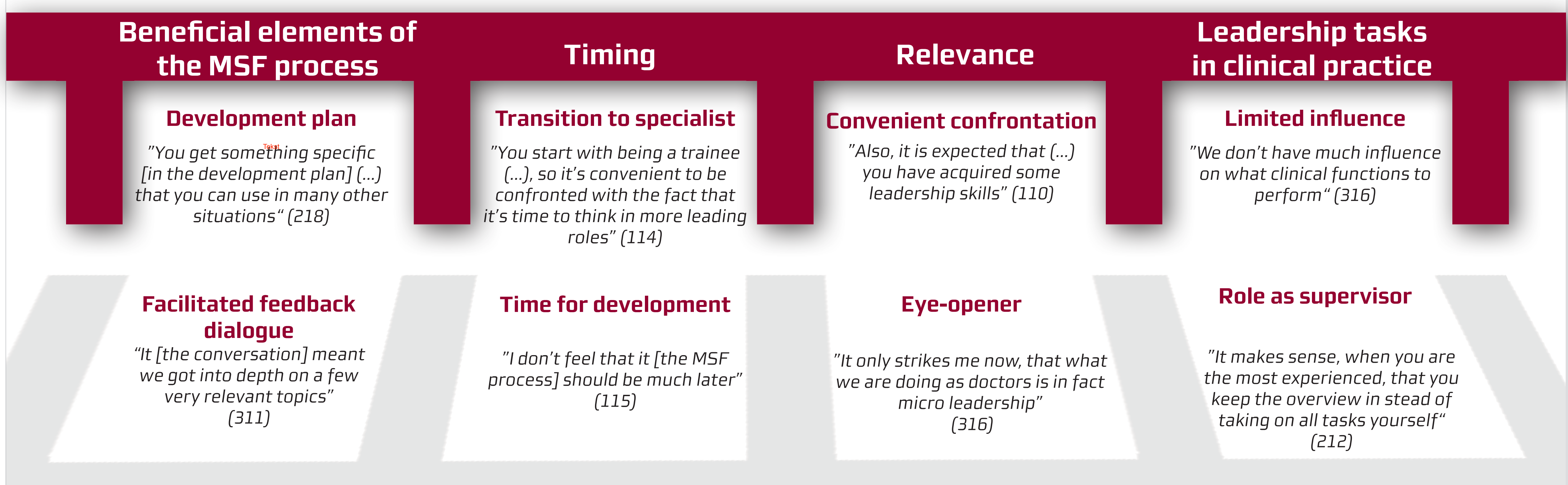
Data analysis;

Personal development plans and semi-structured interviews exploring junior doctors' perception of and benefits from the MSF process were analysed using a thematic analysis.



Results;

LEADERSHIP SKILLS



Conclusion;

A leadership-focused MSF process increased junior doctors' attention and awareness of how leadership is embedded in daily clinical practice, provided deeper insight and concrete tools for the development of leadership skills. Thus, a leadership focused MSF process may contribute to and increase leadership competence among junior doctors.

Take-home message;

A leadership-focused MSF has the potential to develop junior doctors' leadership skills. Systematic use of MSF should be considered in future support of junior doctors' leadership training.

