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Feedback

# Influences of Personality Factors on the Acceptance and Perception of Feedback by Medical Students

## Introduction:

Feedback is an important workplace based assessment tool (1). The acceptance of feedback depends on various factors like for example the learning environment (2). Individual personality factors and their role in the acceptance of feedback by medical students have only been rarely investigated.

## Subjects:

Do the personality factors of medical students such as uncertainty tolerance, fear of negative evaluation, neuroticism, extraversion, social compatibility, openness for new experience and conscientiousness influence the perception of feedback ?

## Results:

### Numbers of completed pre-questionnaires and perception of feedback questionnaires

1st year of study	4th year of study
n=128	n=100

Several interrelationships between personality characteristics and single items of the questionnaire for the perception of peer-feedback have been found.

### Correlations between the Item of feeling preparedness for giving peer-feedback and personality factors

r =.282 p <.001 n = 170	Fear of negative evaluation
r =.156; p =.041 n = 172	Neuroticism
r =-.16 p =.037 n = 170	Uncertainty tolerance

The students, who scored high at the UGTS, felt better prepared to give feedback. In contrast the students, who scores high at the scale fear of negative evaluation and for neuroticism, felt worse prepared to give feedback.

### Correlations between the Item difficulties with accepting peer-feedback and personality factors

r =-.332; p <.001 n = 170	Fear of negative evaluation
r =-.271; p <.001 n = 172	Neuroticism
r =.224; p =.003 n = 170	Uncertainty tolerance

The students, who scored high at the UGTS, had less problems with accepting feedback. In contrast the students, who scores high at the scale fear of negative evaluation and for neuroticism, had more difficulties with accepting feedback.

## Discussion:

The results suggest that personality factors do have an influence on the perception of feedback. In addition to the learning environment, personality factors should be more considered in feedback-situations and in the preparation for feedback.

Further research should focus on the individual personality of the feedback-provider and feedback-perceiver and on other factors that influence the perception of feedback. This could help to promote feedback as an important tool in the workplace based environment.

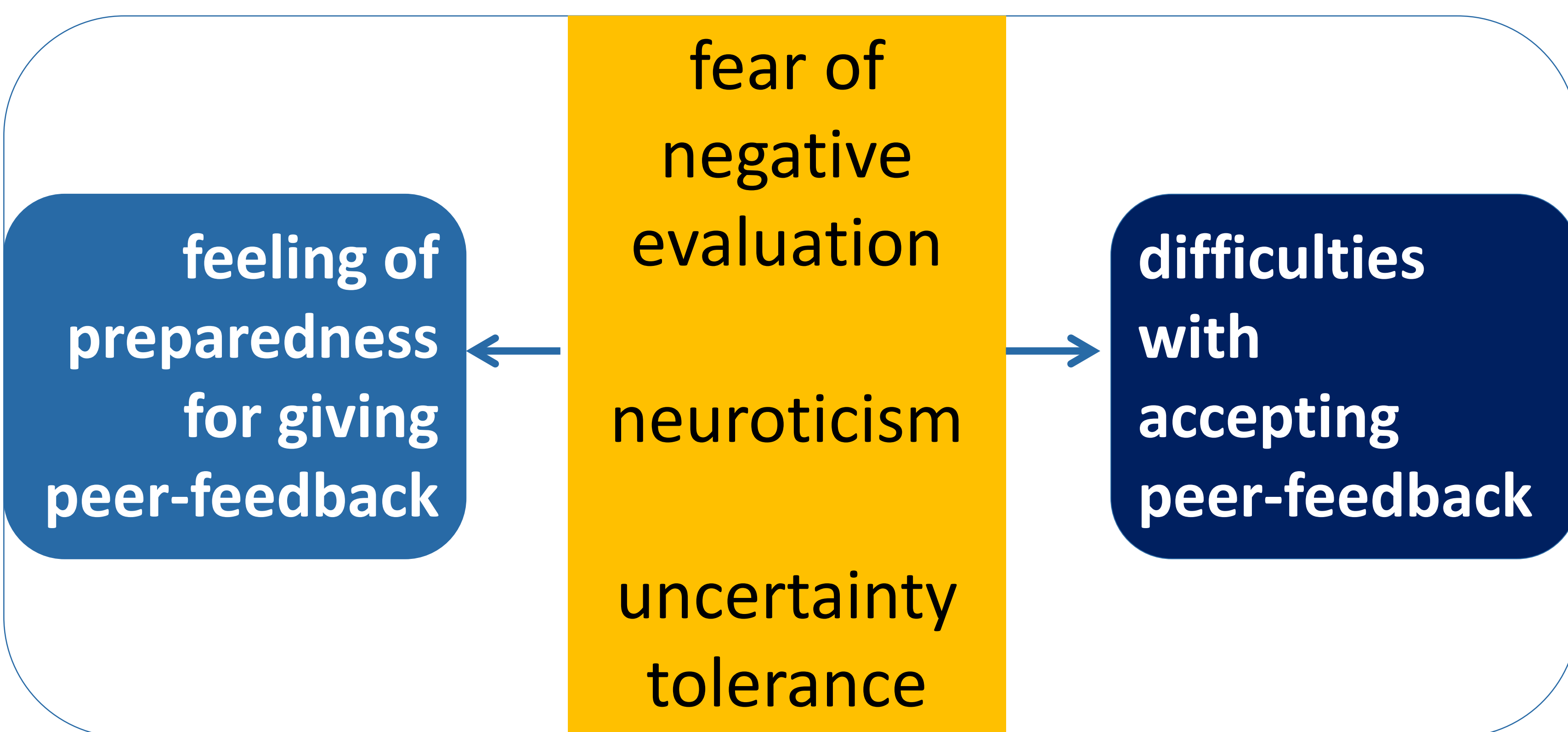


Fig. 1 scheme of the interaction between personality factors and items of the questionnaire

## Method:

Medical students in their first year of study and their 4<sup>th</sup> year of study at HHU Dusseldorf participated in an online questionnaire including the Scale Fear of Negative Evaluation (SANB-5) (3), the Uncertainty Tolerance Scale (UGTS) (4) and the personality questionnaire NEO-FFI (5). Afterwards students handle an self-assessment about their personal and professional development and were assessed anonymously by a group of peers. Afterwards an online survey on the general perception of peer-feedback was performed based on scientific sources regarding the perception of feedback. It was analyzed descriptively, by Spearman rank correlation.

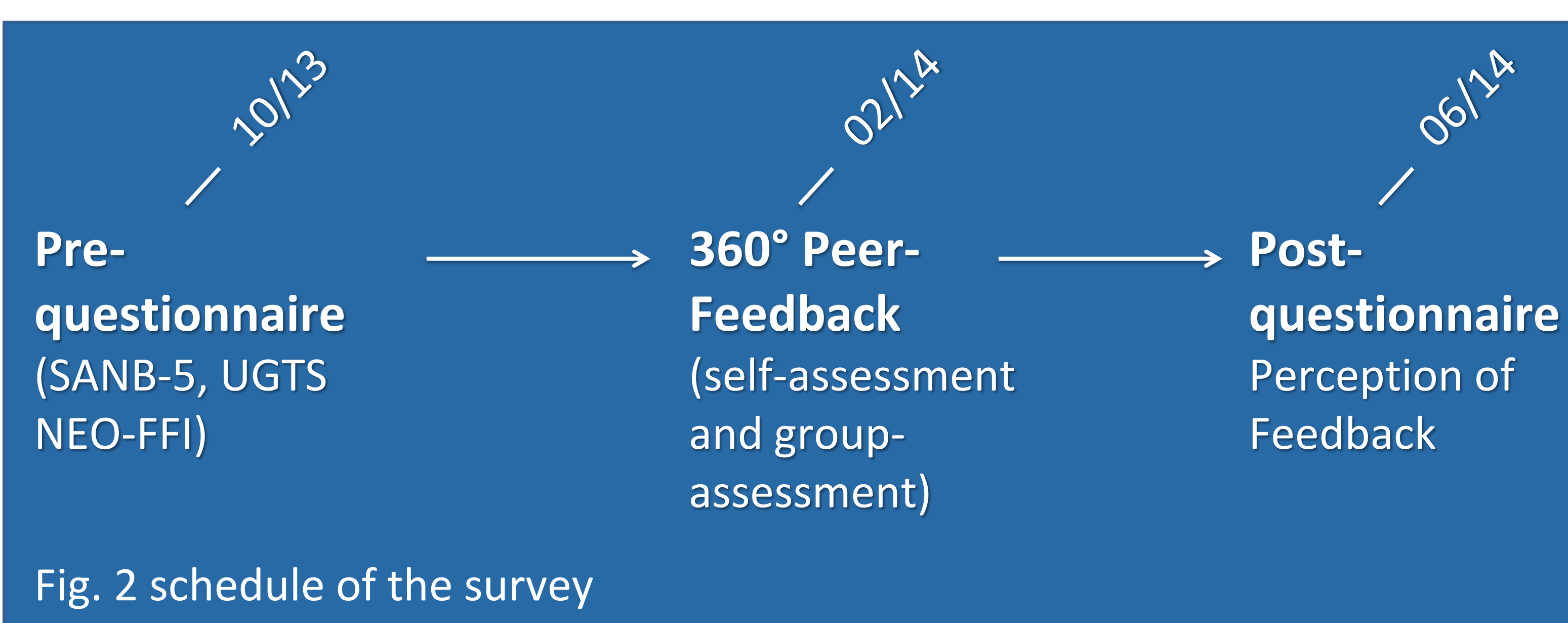


Fig. 2 schedule of the survey

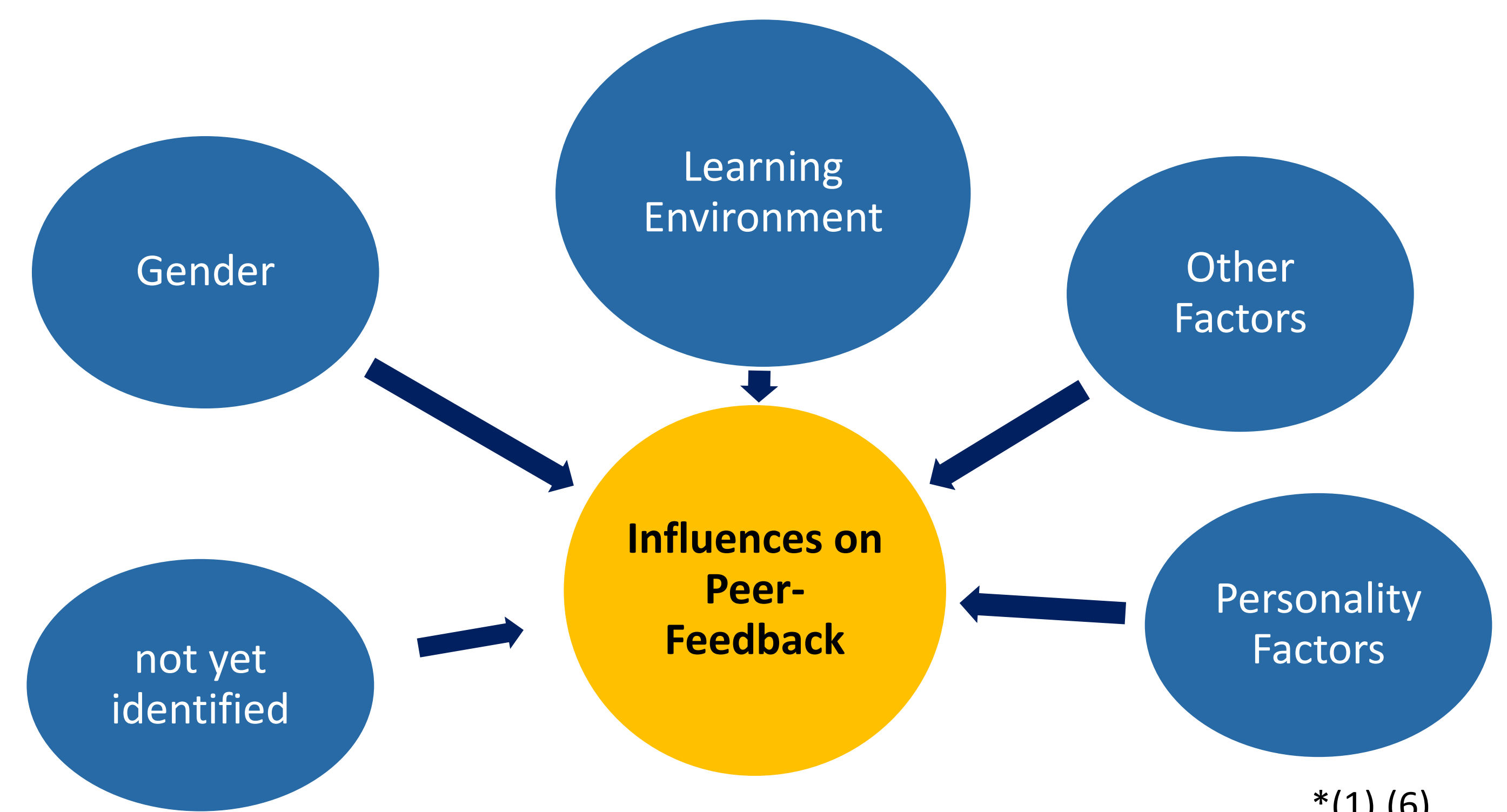


Fig. 3 influences on peer-feedback

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## QUELLEN:

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