

LEVEL OF PRACTICE PEER FEEDBACK SUGGESTIONS

ANA Peer Review Guidelines:

- Feedback from a peer – someone of the same rank as you
- Feedback is practice focused
- Fosters a continuous learning culture of patient safety and best practice
- Incorporates the developmental stage of the nurse

This guide is designed to assist you in completing peer feedback by providing suggestions of useful phrases to prompt your feedback, and assist you in varying your comments when describing examples of professional practice. The following are leading statements that have been aligned to reflect the differing levels of practice ranging from novice (growth needed) to expert (teaches and mentors).

Some statements will be interchangeable within the levels and this is only a guide.

Tips to get started:

- Be clear, specific, objective and constructive;
- Remember our I Care values
- Focus on performance and behaviour, not personality;
- Avoid the use of the word “but” and instead substitute with “and”;
- No one is excellent at everything; everyone has room to improve their professional development. Your comments are invaluable. Please ensure you respond to each competency
- Giving actual examples of practice provides invaluable evidence

Novice: Growth Needed Phrases

- _____ needs to develop greater confidence in _____ by asking for assistance when learning new skills.
- _____ needs to enhance knowledge of _____
- _____ should demonstrate improvement in _____
- _____ could be a greater team player by _____.
- _____ needs to demonstrate greater proficiency in _____.
- _____ needs to display less _____
- _____ sometimes struggles with _____ as evidenced by _____.
- _____ should work on _____.

Competent or Proficient Phrases

- ...seeks guidance and support with / by / through...
- ...is becoming more confident with...
- ...is developing knowledge / skills / the ability to...
- ...is taking responsibility for.....which they have demonstrated by / through...
- ...is able to manage / access / identify...which they have demonstrated by / through...
- ...demonstrates increasing efficiency in...
- ...has demonstrated they are effective with / in...
- ...recognises and values...which they have shown by / through...
- ...will ask for advice/ support / guidance / consult with...

- ...demonstrates accountability for own practice by...
- ...recognises the importance of...and ensures this is incorporated into practice by...
- ...works in collaboration with...by...
- ...participates effectively by...
- ...contributes to...by...
- ...has an awareness of...and incorporates this into practice through / by...
- ...recognises when he/she needs support
- ...is proactive in seeking support as evidenced by...
- ...is a resource for...which has supported / advanced own (and others) practice
- ...acts as a role model for their colleagues by...
- ...participates in changes in the practice setting that recognise and integrate I Care values
- ...participates in changes in the practice setting that recognise and integrate the principles of a culture of safety by...
- ...demonstrates collaboration by...
- ...guides colleagues / new staff by...
- ...advocates for patients by...
- ...regularly participates in quality improvements by...
- ...enjoys supporting others in...which has supported / advanced own / & others practice / knowledge / skills by...
- ...able to work both autonomously and collaboratively to promote evidence based practice by...
- ... (actively) participates in...and supports others by...
-practice is holistically focused which is demonstrated by / through...
- ... (actively) contributes to clinical learning...
- ...takes responsibility for self and others by...
- ...recognises the importance of.....and is proactive by...
- ...demonstrates accountability for own and others practice by...
- ...demonstrates leadership qualities within a healthcare team by...
- ...minimises risk to self and others by...
- ...demonstrates in-depth understanding and is able to manage complex situations that contribute to client health outcomes by...

Expert Level Phrases

- ...acts as a role model by...
- ...guides others to apply the principles of I Care Values by...
- ...guides others to implement culturally safe practice by...
- ...is a strong patient advocate which is demonstrated by...
- ...demonstrates responsibility of clinical learning / development of colleagues by...
- ...has extensive knowledge / experience in...which is reflected in / by...
- ...engages in post graduate level education through...
- ...commitment to...which is very evident in / by...
- ...acts as an advocate in the promotion of nursing within the healthcare team by...
- ...initiates / guides quality improvements by...
- ...initiates / guides changes in practice setting by...
- ...acts as a leader in nursing work unit/facility by...
- ...provides leadership to others by / through...
- ...delivers quality client care in unpredictable challenging situations by...
- ...shows innovative practice by...
- ...has influence at a service, professional or organisational level through...
- ...has contributed to speciality knowledge by / through...
- ...mentors/coaches colleagues in...
- ...is involved in resource decision making / strategic planning by...

General Feedback Phrases

- Directs attention to...
- Broadens the understanding of...
- Assists with...
- Summarises...
- Interprets...
- Qualifies...
- Illustrates, portrays, depicts...
- Contributes to...
- Promotes...
- Understands...
- Applies...
- Examines...
- Advises, anticipates...
- Articulates...
- Defines...
- Clarifies...
- Maintains...
- Participates in...
- Demonstrates ...to show...
- Uses frameworks...
- Needs improvement in...
- Should work on...
- Should consider...
- May want to...
- Struggles with...
- Could demonstrate more...
- Needs assistance with...

Ministry of Health. (2002). Toward Clinical Excellence. An introduction to clinical audit, peer review and other clinical practice Improvement activities. Wellington: New Zealand.