

## Tips for trainees using: Multisource Feedback (MSF)

### **Self-assessment**

- The self-assessment is an important part of your reflective practice and it can help you identify and fulfill your learning needs. Reflect on the areas that you feel are going well, those that you hope to improve and ways in which you think you could perform better.
- The self-assessment contains the same competencies as the peer assessment.

### **Nominating raters**

- Invite more than the maximum number of raters to ensure that the minimum requirement is met.
- Give your colleagues plenty of notice that you are nominating them and inform them of the deadline for completion so that they can plan their time. Be sensitive to pressure periods.
- In the first instance you may wish to invite your colleagues in person because they must undertake the activity voluntarily and take time out of their normal routine in order to evaluate your performance and provide you with honest feedback for your development.
- Your colleagues might find it helpful if you also give them a printed copy of the guidance notes and assessment form to refer to before they record their ratings to the electronic form.
- Once your colleagues have agreed to evaluate you, you can nominate them through the ISCP website.
- It is your responsibility to submit your self-assessment and ensure your raters submit their evaluations in good time.
- You must give your AES timely advance notice if you think you will be unable to recruit or receive responses from the required number of raters.