Guidelines/Ground-rules for Professional Peer Review & Giving Feedback

As an RN our practice is observable from a variety of perspectives. Each observer has the opportunity to recognize what we do well and areas where, if we knew, we might choose to focus our development or self-improvement. As a Vanderbilt RN, we are expected to regularly reflect on our own practice as one way to enhance our development. Additionally, Vanderbilt RNs have the responsibility and privilege to provide honest feedback to other nurses to highlight strengths and areas for growth. Peer feedback is just one perspective of another's practice.

Guidelines for completing VPNPP Peer Feedback Tools

Peer feedback is

- Respectful
- Objective
- Focused on consistent behavior, rather than one time/rare occurrences
- Includes specific example(s): (“always... & restating criteria” and “never...” are not acceptable). Let RN know one practice example that came to mind when you addressed and scored the criteria
- Examples must support the scoring descriptor for score given
- One example may apply to several criteria as long as more examples exist that demonstrate consistent performance. Do this by using “see #__” in the comments section

Give your peer the kind of honest and accurate assessment that you would appreciate. Make the time you spend on this worthwhile! Your feedback reflects as much about your sense of professionalism as it evaluates your peer.