

### Checklist of Behaviors for Faculty Observers

	Put the clinician at ease
	Set expectations up front
	Ask the clinician what went well
	Note what the clinician did well
	Ask the clinician what they thought could have been improved
	Note what the clinician could have done better
	Relate the process issues to any inaccuracies in the final list, i.e., the outcome
	Focus on remediable observable behaviors rather than personality traits or intentions
	Use neutral language
	Act sensitively to the clinician's reactions
	Regulate the quantity of feedback
	Make a plan for improvement with clinician's involvement