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**360-DEGREE FEEDBACK OF CONSULTANT PSYCHIATRISTS; IMPACT ON PROFESSIONAL PERFORMANCE**

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**Background:** Over the past years multi-source-feedback (MSF) is increasingly used in healthcare systems worldwide in assessing multiple components of professional performance. Despite the current widespread available research on MSF in industry, comparatively little research exists focusing on health services. Most of the effort to date, however, has focused on developing the instruments. Insufficient attention has gone into investigating its impact on physician's performance. This study is focused on psychiatrists and change in their performance following MSF.

**Method:** 43 Consultant psychiatrists who have participated in two MSFs were identified. Change in MSF ratings were used as a possible indicator of feedback impact on the performance. The study compared ratings over two administrations to identify: (1) changes in self, colleagues and patients' ratings, (2) correlation between self and others' ratings over time, (3) impacts of feedback on self-assessments.

**Results:** Significant change in colleagues' ratings over time noted, however the self and patients' ratings did not revealed meaningful change. Self ratings were remained uncorrelated with others ratings even after receiving the feedback. However colleagues and patients' ratings remained correlated. Self ratings at Time 1 were predictive factor of self ratings at Time 2.

**Conclusion:** Though we identified significant change in colleagues' ratings over time, but self and patients' ratings did not change. The remained question is to what extent colleagues and patients' ratings could reflect an individual's work performance. A great deal of additional research looking at MSF and impact on performance is required prior to make any guidance for beneficial feedback system.