

1-3-2024

## Conflict With Administrators: Addressing Negative Evaluations

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### Recommended Citation

Turk, Derya; Khaliq, Izma; Gavagan, Katherine; Ilori, Morolayo; Sumbal, Nabeel; Pillai, Srikanth; and Mohamad-Said, Wassim, "Conflict With Administrators: Addressing Negative Evaluations" (2024). *Patient Education Projects*. 762.

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# Addressing negative evaluations

Turk, D., Gavagan, K., Pillai, S., Sumbal, N., Ilori, M., Khaliq, I.

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## Professionalism Conflict with Administrator

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A student is displeased after receiving negative feedback from an evaluator

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- Take time to reflect on the evaluation before addressing the feedback
- Ask to meet privately with the evaluator to discuss the matter
- Voice your feelings in a non-confrontational manner that shows willingness to learn from this feedback
- Ask for clarification and examples of how to improve
- Reflect after this meeting and put the feedback into practice
- Ask to meet with evaluator at later date to track progress

Wayne State University School of Medicine



# Reflection: Administrator Conflict

- Students should approach each evaluation that they receive as a learning experience to better themselves as future physicians. This is related to the second and third stages of professional identity formation that focus on individualistic performance and team role, respectively.
- Although the student may not agree with the administrator's values and priorities with regard to evaluation, it is important to try and understand their perspective within the broader context of professional development.

