Influences of Personality Factors on the Acceptance and Perception of Feedback by Medical Students

Introduction:
Feedback is an important workplace based assessment tool (1). The acceptance of feedback depends on various factors like for example the learning environment (2). Individual personality factors and their role in the acceptance of feedback by medical students have only been rarely investigated.

Subjects:
Do the personality factors of medical students such as uncertainty tolerance, fear of negative evaluation, neuroticism, extraversion, social compatibility, openness for new experience and conscientiousness influence the perception of feedback?

Method:
Medical students in their first year of study and their 4th year of study at HHU Duesseldorf participated in an online questionnaire including the Scale Fear of Negative Evaluation (SANB-5) (3), the Uncertainty Tolerance Scale (UGTS) (4) and the personality questionnaire NEO-FFI (5). Afterwards students handle an self-assessment about their personal and professional development and the questionnaire for the perception of peer-feedback have been found.

Results:
Several interrelationships between personality characteristics and single items of the questionnaire for the perception of peer-feedback have been found.

Discussion:
The results suggest that personality factors do have an influence on the perception of feedback. In addition to the learning environment, personality factors should be more considered in feedback-situations and in the preparation for feedback. Further research should focus on the individual personality of the feedback-provider and feedback-perceiver and on other factors that influence the perception of feedback. This could help to promote feedback as an important tool in the workplace based environment.

Fig. 3 influences on peer-feedback