

**zur Verfügung gestellt von John Swinarski,  
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### **Bibliography of Articles on Multi Source Feedback**

Definition: Multi source feedback (MSF) or 360 degree feedback is the process by which multiple individuals, representing discrete informant groups, provide anonymous feedback to recipients. In medicine, the informant groups may include peer, referring physician, referral physicians, patients, co-workers (e.g., nurses, pharmacists, physical therapists) and self.

For the purpose of this bibliography\*, we have included the literature in which there are two or more sources (excluding self).

#### **Medical Students**

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#### **Residents**

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### **Practicing Physicians**

#### **Canadian**

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### **Reference Books & Core References from Industrial Psychology**

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- Tornow WW, London M and CCL Associates, Maximizing the value of 360-degree feedback: A process for successful individual and organizational development, San Francisco: Jossey-Bass, 1998

### **Useful Web Sites**

Gray A, Lewis A, Fletcher C, Burke E, Mackay J, Kubelius E, Lindley P, 360 degree feedback: Best practice guidelines, 6/6/ 2003, <http://www.psychtesting.org.uk/> [go to downloads and do a search for 360 degree feedback to retrieve the pdf]

College of Physicians and Surgeons of Alberta. [www.par-program.org](http://www.par-program.org)

This website provides copies of the questionnaires being used in Alberta for family physicians, surgeons, anesthesiologists, medical/pediatric/psychiatry, episodic care (e.g., emergency room, locum physicians, hospitalists), and radiologists along with back ground information about the program and the feedback report.

Foundations Program (United Kingdom) <http://www.mmc.nhs.uk/pages/foundation/foundation-learning-portfolio>

Copies of the questionnaires used are contained within the pdf for the Physician Learning Portfolio document.

<http://www.mmc.nhs.uk/pages/assessment/msf>

Copies of mini PAT (mini peer assessment tool) and TAB (team assessment behaviors) can also be found at this website.

Updated: June 1, 2006