Barriers to trainee to trainer feedback: Examples of free text answers provided to the question "What do you think are the barriers to providing feedback to your trainer?"

Time constraints

- Time - but I also need to take more initiative to do this!
- Not given reduced lists because endoscopy lead has said surgical trainees cannot train due to capacity.
- time and attitude to surgical trainees getting endoscopically trained
- lack of time.
- Lack of time..... to many patients on the training list.... bad relationship....

Lack of anonymity

- Difficult as non-anonymised so quality of true feedback may be impaired. Some trainers only have one trainee. So, all the feedback, although anonymous could be tracked to the person
- I regularly train with the same person and am the only person that trainer regularly trains - my feedback is therefore not really anonymous as they could easily work out it was me!
- Worry about anonymity. If you are only trainee, they will know feedback is from you. May compromise relationship

Concerns about effect on future training/giving negative feedback

- I didn't feel I could give honest feedback for the fear of retribution and being side-lined
- you still have to work with them so you cannot always give the feedback you want
- This can negatively affect the relation between my consultant and myself if I were to criticise the way he handles the training lists.
- My own perception on how it would impact future encounters

Openness of trainer

- Those that are interested in receiving feedback ask for it, those that are not interested do not and I don't think they would be interested in receiving it in a different form
- Trainer being open to receive feedback on their performance as a trainer and understanding training is not just about feedback to the trainee
- On only one occasion I felt pressured to give positive feedback whilst a trainer watched me complete the form

Hierarchical barriers

- Some hierarchy barriers initially to providing feedback, but over our working relationship we had an open discussion together of training.
- I think maybe because my trainer is one of my consultants and the power balance could potentially make it difficult to give honest feedback

Not regularly done or expected

- Not often reminded to do so
- Seems too much to give this feedback for every training session.
- I forget to complete the form and my trainer doesn't seem bothered if I do complete it (he's never asked me to)

Limitations of the form

- Regulars DOTS become highly repetitive if done regularly for the same trainer with little new to say. People are generally good or not at training.
- Many if the issues with training are beyond the trainer's control- service needs, organisational factors making the demo inefficient etc

No concerns

- None that I have encountered
- Current system seems reasonable