To the Editor,

I am writing in response to the article titled “Five Steps to Providing Effective Feedback in the Clinical Setting: A New Approach to Promote Teamwork and Collaboration” (Motley & Dolansky, 2015), which was published in the July 2015 issue of the Journal of Nursing Education. I have been an orthopedic nurse for 3 years and have benefited tremendously from feedback. Speaking on behalf of new graduate nurses entering into the nursing world, I believe it is the responsibility of all nurse leaders to provide committed feedback to motivate new nurses (not just students). I have also been in the position of a staff nurse at a newly opened hospital and believe that new hires should also receive feedback from motivated nurse educators.

The five-step method described by Motley and Dolansky (2015) for providing effective feedback in the clinical setting is a wonderful approach, and I believe the five steps should be expanded beyond the clinical setting. As an educator in a hospital setting, I suggest that Motley’s and Dolansky’s five steps for effective feedback be introduced and instituted in all hospital orientations for new hires. This will ensure that effective feedback is given beyond the clinical setting to broaden bedside nursing. Skill sets differ among all organizations, and educators should be held responsible for leading nurses in the right direction.

An organization’s quality improvement in relation to its staff’s well-being will improve with the implementation of a feedback setting for new hires (Giesbers, Schouteten, Poutsma, van der Heijden, & van Achterberg 2015). The tools provided by Motley and Dolansky (2015) are great resources for all nurse leaders and can benefit hospital education departments worldwide.

References


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Response:

Thank you for your thoughtful response to our article “Five Steps to Providing Effective Feedback in the Clinical Setting: A New Approach to Promote Teamwork and Collaboration” (Motley & Dolansky, 2015). Although written with the clinical setting in mind, the principles of feedback apply to all learners in general and are applicable in any setting. Your suggestion that providing effective feedback can improve staff’s well-being and thus an organization’s quality improvement is an outcome goal that is relevant in the current complex health care environment.

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