**Checklist of Behaviors for Faculty Observers**

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| Put the clinician at ease |
| Set expectations up front |
| Ask the clinician what went well |
| Note what the clinician did well |
| Ask the clinician what they thought could have been improved |
| Note what the clinician could have done better |
| Relate the process issues to any inaccuracies in the final list, i.e., the outcome |
| Focus on remediable observable behaviors rather than personality traits or intentions |
| Use neutral language |
| Act sensitively to the clinician’s reactions |
| Regulate the quantity of feedback |
| Make a plan for improvement with clinician’s involvement |