



ST4 2025 Scoring Guidance
Reflective Practice

Demonstrates the capacity to reflect on events and experience and draw learning from them

	1 Unsatisfactory	2 Weak	3 Typical	4 Very Good	5 Outstanding
Candidate experience	Could not give a clinical or nonclinical scenario that has changed their practice demonstrating reflection.	Poor example of scenario to demonstrate reflective practice.	Good example of scenario they have reflected upon.	Excellent example of scenario they have reflected upon and how they have reflected.	4+ how they have used reflection to change practice.
Feedback	No evidence or understanding of feedback and its importance.	Demonstrates understanding of the concept of feedback but no personal evidence of engaging with feedback.	Demonstrates understanding of the importance of feedback, good and bad with a good example of feedback.	Good understanding on the importance of feedback and is able to give examples of formal feedback i.e MSF . 360 appraisal, GREATIX, etc.	4+ examples of their personal feedback and how they have used feedback to improve themselves.
Outcome of reflection	Little or no evidence that reflection has been used to effect behaviour change, advance career development, or improve clinical outcomes.	Poor example of reflection and little understanding of how reflection can be used to change professional behaviours.	Able to describe an example of reflection that has led to a positive professional change.	3+ gave examples of sharing learning from reflection within local teams	4+ gave examples of sharing learning from reflection beyond local team, eg regionally/ nationally
Principles of reflective practice	Doesn't demonstrate any awareness of GMC guidance on being a reflective practitioner/ importance of reflection	Demonstrates some awareness of importance of reflection	2+ Awareness of GMC guidance on being reflective practitioner	3+ can describe some key points- tools/ support/individual/ group reflection/ openness and honesty/ notes (anonymization/ GMC/ court)	4 + can relate importance of reflection to patient outcomes. Understanding of other processes required to record/ escalate significant events and serious incidents.

NB: Candidates are not expected to cover all aspects above, the question being asked will determine which aspects of the subject should be covered.