

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
No evidence or understanding of feedback and its importance.	Understood the concept of feedback. No personal evidence of feedback.	Understanding on the importance of feedback good and bad. Could demonstrate a good example of their own feedback.	Good understanding on the importance of feedback and is able to give multiple examples of their own feedback i.e MSF . 360 appraisal.	Excellent understanding of feedback with examples of their personal feedback and how they have used it to improve themselves.
Could not give a clinical or nonclinical scenario that has changed their practice.	Poor example of scenario to demonstrate reflective practice.	Good example of scenario they have reflected upon.	Excellent example of scenario they have reflected upon.	Candidate can give more than one example of a scenario they have reflected upon which are relevant and have changed practice.
Little or no evidence which is unconvincing that feedback has been used to effect behaviour change, advance career development or improve clinical outcome.	Poor example of feedback and little understanding of how feedback can be used to change professional behaviours.	Able to evidence an example of reflection that has led to a positive professional change.	Able to provide example of feedback that has led to a change in behaviour and positive clinical outcome on a patient.	More than one example of feedback which has resulted in a change in behaviour, advanced career development or improved clinical outcome.