WEBVTT

- NOTE duration:"00:43:38"
- NOTE recognizability:0.932
- NOTE language:en-us
- NOTE Confidence: 0.9323549
- 00:00:00.000 --> 00:00:01.320 The slides, right. So
- NOTE Confidence: 0.9323549
- 00:00:02.840 --> 00:00:04.600 yes, I'll run the sides. OK,
- NOTE Confidence: 0.9323549
- 00:00:05.920 --> 00:00:07.492 With Vinny and Chada and everyone,
- NOTE Confidence: 0.9323549
- $00:00:07.492 \longrightarrow 00:00:09.398$ I'm going to record it because there
- NOTE Confidence: 0.9323549
- $00:00:09.398 \rightarrow 00:00:11.400$ are some people who wanted. OK.
- NOTE Confidence: 0.9323549
- $00{:}00{:}12.120 \dashrightarrow 00{:}00{:}13.120$ OK. That sounds great.
- NOTE Confidence: 0.9323549
- 00:00:13.480 --> 00:00:16.693 Sounds good. OK. So welcome, everyone.
- NOTE Confidence: 0.9323549
- $00:00:16.693 \rightarrow 00:00:18.717$ Thanks for your time and taking the time
- NOTE Confidence: 0.9323549
- $00:00:18.717 \rightarrow 00:00:20.519$ out to to attend this session today.
- NOTE Confidence: 0.9323549
- 00:00:20.520 --> 00:00:22.460 Like Shona had indicated,
- NOTE Confidence: 0.9323549
- $00:00:22.460 \longrightarrow 00:00:25.939$ there's a great opportunity for us to
- NOTE Confidence: 0.9323549
- $00:00:25.939 \rightarrow 00:00:29.080$ constantly modify this talk to try to reach,
- NOTE Confidence: 0.9323549
- 00:00:29.080 --> 00:00:30.640 you know, outstanding educators
- NOTE Confidence: 0.9323549

 $00:00:30.640 \rightarrow 00:00:33.040$ like yourselves who are committed NOTE Confidence: 0.9323549 $00{:}00{:}33{.}040 \dashrightarrow 00{:}00{:}35{.}869$ to to training our our students and NOTE Confidence: 0.9323549 $00{:}00{:}35{.}869 \dashrightarrow 00{:}00{:}40{.}040$ and and residents and and fellows. NOTE Confidence: 0.9323549 00:00:40.040 --> 00:00:42.098 So learning climate is really one NOTE Confidence: 0.9323549 $00:00:42.098 \rightarrow 00:00:44.779$ of the the most important and first NOTE Confidence: 0.9323549 $00:00:44.779 \rightarrow 00:00:46.844$ steps in an educational process NOTE Confidence: 0.9323549 $00:00:46.844 \rightarrow 00:00:49.280$ and the venue that we work in. NOTE Confidence: 0.9323549 00:00:49.280 --> 00:00:51.116 And I I think if you leave with nothing NOTE Confidence: 0.9323549 $00:00:51.116 \longrightarrow 00:00:53.035$ else to remember the title of this slide, NOTE Confidence: 0.9323549 $00:00:53.040 \rightarrow 00:00:55.776$ that learning climate changes the world, NOTE Confidence: 0.9323549 $00:00:55.780 \rightarrow 00:00:57.892$ that enhancing learning effectiveness NOTE Confidence: 0.9323549 00:00:57.892 --> 00:01:01.060 impacts all of us as individuals, NOTE Confidence: 0.9323549 $00:01:01.060 \longrightarrow 00:01:03.448$ as systems that we work in NOTE Confidence: 0.9323549 $00:01:03.448 \rightarrow 00:01:06.220$ and the future of our society. NOTE Confidence: 0.9323549 $00:01:06.220 \rightarrow 00:01:08.621$ This has been talked about and written NOTE Confidence: 0.9323549 $00:01:08.621 \rightarrow 00:01:10.822$ about in medicine for many decades 2

- NOTE Confidence: 0.9323549
- $00:01:10.822 \rightarrow 00:01:12.662$ and there was really foundational

00:01:12.662 --> 00:01:14.978 work done by Kelly Skeff back in

NOTE Confidence: 0.9323549

00:01:14.978 --> 00:01:17.281 the 1980s that a reference here and

NOTE Confidence: 0.9323549

 $00:01:17.281 \longrightarrow 00:01:19.731$ in a couple of other slides out

NOTE Confidence: 0.9323549

 $00:01:19.731 \dashrightarrow 00:01:21.386$ of Stanford University where they

NOTE Confidence: 0.9323549

 $00{:}01{:}21{.}386 \dashrightarrow 00{:}01{:}23{.}585$ describe this kind of seven component

NOTE Confidence: 0.9323549

00:01:23.585 --> 00:01:25.240 framework to enhance learning,

NOTE Confidence: 0.9323549

 $00:01:25.240 \rightarrow 00:01:27.880$ particularly adult learning in in medicine.

NOTE Confidence: 0.9323549

 $00{:}01{:}27.880 \dashrightarrow 00{:}01{:}29.990$ And it starts with establishing

NOTE Confidence: 0.9323549

 $00:01:29.990 \longrightarrow 00:01:31.678$ a positive learning climate.

NOTE Confidence: 0.9323549

 $00:01:31.680 \longrightarrow 00:01:34.690$ This will allow you as the instructor

NOTE Confidence: 0.9323549

 $00{:}01{:}34.690 \dashrightarrow 00{:}01{:}37.479$ to control the teaching session,

NOTE Confidence: 0.9323549

 $00{:}01{:}37{.}480 \dashrightarrow 00{:}01{:}39{.}330$ to communicate the goals of

NOTE Confidence: 0.9323549

 $00{:}01{:}39{.}330 \dashrightarrow 00{:}01{:}40{.}440$ the educational session,

NOTE Confidence: 0.9323549

 $00{:}01{:}40{.}440 \dashrightarrow 00{:}01{:}44{.}958$ to understand and retain the information,

 $00:01:44.960 \longrightarrow 00:01:47.080$ to provide and receive evaluation

NOTE Confidence: 0.9323549

 $00{:}01{:}47.080 \dashrightarrow 00{:}01{:}49.200$ and feedback and to promote

NOTE Confidence: 0.9323549

 $00:01:49.278 \longrightarrow 00:01:50.880$ self-directed learning.

NOTE Confidence: 0.9323549

 $00:01:50.880 \longrightarrow 00:01:53.012$ All of which are pillars of

NOTE Confidence: 0.9323549

 $00:01:53.012 \longrightarrow 00:01:55.272$ maintaining the content of the

NOTE Confidence: 0.9323549

 $00:01:55.272 \rightarrow 00:01:58.478$ learning session on a long term basis.

NOTE Confidence: 0.9323549

 $00{:}01{:}58{.}480 \dashrightarrow 00{:}01{:}59{.}080$ Next slide.

NOTE Confidence: 0.9263946

00:02:01.480 --> 00:02:04.636 OK, so to define learning climate,

NOTE Confidence: 0.9263946

 $00{:}02{:}04.640 \dashrightarrow 00{:}02{:}05.570$ they really, they really one

NOTE Confidence: 0.9263946

 $00:02:05.570 \longrightarrow 00:02:06.314$ of the best definitions,

NOTE Confidence: 0.9263946

 $00:02:06.320 \longrightarrow 00:02:08.320$ just the prevailing conditions within

NOTE Confidence: 0.9263946

 $00{:}02{:}08{.}320 \dashrightarrow 00{:}02{:}10{.}442$ an educational setting that promote

NOTE Confidence: 0.9263946

 $00{:}02{:}10.442 \dashrightarrow 00{:}02{:}12.286$ knowledge or skills acquisition.

NOTE Confidence: 0.9263946

 $00:02:12.290 \longrightarrow 00:02:14.564$ And this reflects the tone or

NOTE Confidence: 0.9263946

00:02:14.564 --> 00:02:16.905 the atmosphere of the teaching

NOTE Confidence: 0.9263946

 $00:02:16.905 \rightarrow 00:02:19.458$ environment wherever you're doing it.

- NOTE Confidence: 0.9263946
- $00{:}02{:}19{.}458 \dashrightarrow 00{:}02{:}22{.}170$ It reflects a degree of enthusiasm

 $00:02:22.246 \longrightarrow 00:02:24.126$ and comfort for the topic

NOTE Confidence: 0.9263946

 $00:02:24.130 \longrightarrow 00:02:25.658$ that you're instructing on.

NOTE Confidence: 0.9263946

00:02:25.658 --> 00:02:27.950 And it's very much influenced by

NOTE Confidence: 0.9263946

 $00:02:28.021 \rightarrow 00:02:30.156$ the teachers, their enthusiasm,

NOTE Confidence: 0.9263946

 $00:02:30.156 \rightarrow 00:02:32.768$ the learners, the setting,

NOTE Confidence: 0.9263946

 $00:02:32.770 \longrightarrow 00:02:34.334$ and really the interconnectedness

NOTE Confidence: 0.9263946

 $00:02:34.334 \rightarrow 00:02:36.289$ and interdependence among the group.

NOTE Confidence: 0.9263946

00:02:36.290 --> 00:02:38.370 That's really what makes learning

NOTE Confidence: 0.9263946

00:02:38.370 --> 00:02:40.450 climates rich and very fruitful.

NOTE Confidence: 0.9263946

00:02:40.450 --> 00:02:42.088 And particularly if you just ask yourself,

NOTE Confidence: 0.9263946

 $00{:}02{:}42.090 \dashrightarrow 00{:}02{:}44.154$ do trainees want to be in

NOTE Confidence: 0.9263946

 $00:02:44.154 \longrightarrow 00:02:45.530$ this environment as learners?

NOTE Confidence: 0.9263946

 $00:02:45.530 \longrightarrow 00:02:46.685$ If the answer to that is yes,

NOTE Confidence: 0.9263946

 $00:02:46.690 \rightarrow 00:02:47.926$ then you're doing a good job.

- $00:02:47.930 \longrightarrow 00:02:49.046$ And if it's not,
- NOTE Confidence: 0.9263946
- $00:02:49.046 \longrightarrow 00:02:50.441$ then there are things that
- NOTE Confidence: 0.9263946
- $00{:}02{:}50{.}441 \dashrightarrow 00{:}02{:}51{.}648$ need to be modified.
- NOTE Confidence: 0.9263946
- $00{:}02{:}51{.}650 \dashrightarrow 00{:}02{:}54{.}044$ That's often a question we always
- NOTE Confidence: 0.9263946
- $00{:}02{:}54{.}044 \dashrightarrow 00{:}02{:}56{.}569$ need to ask ourselves whenever we're
- NOTE Confidence: 0.9263946
- $00:02:56.569 \dashrightarrow 00:02:59.125$ teaching in any form or setting.
- NOTE Confidence: 0.9263946
- $00{:}02{:}59{.}130 \dashrightarrow 00{:}03{:}00{.}730$ Next slide.
- NOTE Confidence: 0.9263946
- $00:03:00.730 \longrightarrow 00:03:03.173$ So why do you care as a
- NOTE Confidence: 0.9263946
- 00:03:03.173 --> 00:03:05.119 medical educator in any field?
- NOTE Confidence: 0.9263946
- $00:03:05.120 \longrightarrow 00:03:06.034$ Well, again,
- NOTE Confidence: 0.9263946
- $00:03:06.034 \dashrightarrow 00:03:09.233$ a good learning climate as many impacts.
- NOTE Confidence: 0.9263946
- 00:03:09.240 --> 00:03:09.633 First,
- NOTE Confidence: 0.9263946
- 00:03:09.633 --> 00:03:11.205 it influences your effectiveness
- NOTE Confidence: 0.9263946
- 00:03:11.205 00:03:14.088 as a sa a teacher and encourages
- NOTE Confidence: 0.9263946
- $00:03:14.088 \rightarrow 00:03:15.772$ participation among the learners
- NOTE Confidence: 0.9263946
- $00{:}03{:}15{.}772 \dashrightarrow 00{:}03{:}18{.}080$ in the in the session.

- NOTE Confidence: 0.9263946
- $00{:}03{:}18.080 \dashrightarrow 00{:}03{:}20.084$ It will affect the well being of

 $00{:}03{:}20.084 \dashrightarrow 00{:}03{:}21.866$ the residents and the students

NOTE Confidence: 0.9263946

 $00:03:21.866 \longrightarrow 00:03:23.756$ or fellows in your session.

NOTE Confidence: 0.9263946

 $00{:}03{:}23.760 \dashrightarrow 00{:}03{:}27.510$ It increases patient safety as a

NOTE Confidence: 0.9263946

 $00:03:27.510 \longrightarrow 00:03:29.780$ by product of improving knowledge of

NOTE Confidence: 0.9263946

 $00:03:29.780 \rightarrow 00:03:32.160$ the people that you're trying to train.

NOTE Confidence: 0.9263946

00:03:32.160 --> 00:03:33.186 And of course,

NOTE Confidence: 0.9263946

 $00:03:33.186 \longrightarrow 00:03:34.896$ it affects your own evaluations

NOTE Confidence: 0.9263946

 $00:03:34.896 \longrightarrow 00:03:36.724$ that are used for promotion

NOTE Confidence: 0.9263946

 $00:03:36.724 \rightarrow 00:03:38.524$ purposes no matter what track

NOTE Confidence: 0.9263946

 $00:03:38.524 \rightarrow 00:03:40.560$ you're in on the Yale faculty,

NOTE Confidence: 0.9263946

 $00{:}03{:}40{.}560 \dashrightarrow 00{:}03{:}43{.}140$ your teaching evaluations are measured

NOTE Confidence: 0.9263946

 $00{:}03{:}43{.}140 \dashrightarrow 00{:}03{:}47{.}120$ and are used and are accountable for

NOTE Confidence: 0.9263946

 $00{:}03{:}47.120 \dashrightarrow 00{:}03{:}50.198$ when you get identified for promotion.

NOTE Confidence: 0.9263946

 $00{:}03{:}50{.}200 \dashrightarrow 00{:}03{:}52{.}258$ And the skills as a medical educator

 $00:03:52.258 \rightarrow 00:03:53.954$ in in creating learning climate

NOTE Confidence: 0.9263946

 $00{:}03{:}53{.}954 \dashrightarrow 00{:}03{:}56{.}204$ can really be extracted to many

NOTE Confidence: 0.9263946

 $00{:}03{:}56{.}204 \dashrightarrow 00{:}03{:}58{.}000$ situations where leadership skills

NOTE Confidence: 0.9263946

 $00{:}03{:}58{.}000 \dashrightarrow 00{:}04{:}00{.}610$ are needed in the inpatient setting

NOTE Confidence: 0.9263946

 $00{:}04{:}00{.}610 \dashrightarrow 00{:}04{:}02{.}350$ and ambitory bed side education,

NOTE Confidence: 0.9263946

00:04:02.350 --> 00:04:05.008 in lectures and on research teams

NOTE Confidence: 0.9263946

 $00{:}04{:}05{.}008 \dashrightarrow 00{:}04{:}07{.}324$ and mentoring junior faculty or

NOTE Confidence: 0.9263946

 $00:04:07.324 \rightarrow 00:04:09.275$ colleagues and developing programs.

NOTE Confidence: 0.9263946

00:04:09.275 --> 00:04:13.295 And it really it's it's critical as a

NOTE Confidence: 0.9263946

 $00{:}04{:}13.295 \dashrightarrow 00{:}04{:}16.543$ educational leader to make this safe space.

NOTE Confidence: 0.9263946

00:04:16.550 --> 00:04:17.438 And you know,

NOTE Confidence: 0.9263946

 $00:04:17.438 \dashrightarrow 00:04:19.510$ people have said that the best leaders

NOTE Confidence: 0.9263946

 $00:04:19.575 \dashrightarrow 00:04:21.623$ are the ones who make you feel safe.

NOTE Confidence: 0.9263946

 $00:04:21.630 \longrightarrow 00:04:23.490$ And this is a situation where

NOTE Confidence: 0.9263946

 $00{:}04{:}23.490 \dashrightarrow 00{:}04{:}25.110$ you can actually do that.

NOTE Confidence: 0.9263946

00:04:25.110 --> 00:04:25.670 Next slide.

 $00:04:28.360 \rightarrow 00:04:30.016$ So the important thing to remember

NOTE Confidence: 0.9339603

 $00:04:30.016 \dashrightarrow 00:04:31.792$ is that the learning climate does

NOTE Confidence: 0.9339603

 $00:04:31.792 \longrightarrow 00:04:33.640$ affect your perception as a faculty.

NOTE Confidence: 0.9339603

 $00{:}04{:}33.640 \dashrightarrow 00{:}04{:}35.920$ And this actually has been studied

NOTE Confidence: 0.9339603

 $00{:}04{:}35{.}920 \dashrightarrow 00{:}04{:}38{.}678$ and was published many years ago and

NOTE Confidence: 0.9339603

 $00{:}04{:}38.678 \dashrightarrow 00{:}04{:}41.731$ still holds true that a positive role

NOTE Confidence: 0.9339603

 $00{:}04{:}41.731 \dashrightarrow 00{:}04{:}44.616$ models as faculty in teaching have

NOTE Confidence: 0.9339603

 $00:04:44.616 \dashrightarrow 00:04:47.752$ several traits that seem to be shared.

NOTE Confidence: 0.9339603

 $00{:}04{:}47.760 \dashrightarrow 00{:}04{:}49.344$ One is they spend a significant

NOTE Confidence: 0.9339603

 $00{:}04{:}49{.}344 \dashrightarrow 00{:}04{:}50{.}987$ amount of time with the team

NOTE Confidence: 0.9339603

 $00:04:50.987 \longrightarrow 00:04:52.317$ that they are working with.

NOTE Confidence: 0.9339603

 $00:04:52.320 \longrightarrow 00:04:54.160$ Particularly in a clinical environment,

NOTE Confidence: 0.9339603

 $00{:}04{:}54{.}160 \dashrightarrow 00{:}04{:}57{.}206$ more than 25 hours per week was found

NOTE Confidence: 0.9339603

00:04:57.206 --> 00:04:59.700 to be associated with a positive role

NOTE Confidence: 0.9339603

 $00{:}04{:}59{.}700 \dashrightarrow 00{:}05{:}01{.}860$ model perception of that faculty member.

 $00:05:01.860 \longrightarrow 00:05:04.460$ Second is that the leader,

NOTE Confidence: 0.9339603

 $00:05:04.460 \longrightarrow 00:05:07.160$ the faculty leader shares their professional

NOTE Confidence: 0.9339603

 $00:05:07.160 \dashrightarrow 00:05:08.996$ life experiences with that team.

NOTE Confidence: 0.9339603

 $00:05:08.996 \dashrightarrow 00:05:11.180$ That puts people on an even playing

NOTE Confidence: 0.9339603

 $00:05:11.248 \longrightarrow 00:05:13.698$ field at kind of an interpersonal level.

NOTE Confidence: 0.9339603

 $00{:}05{:}13{.}700 \dashrightarrow 00{:}05{:}15{.}488$ That always improves effectiveness

NOTE Confidence: 0.9339603

 $00{:}05{:}15{.}488 \dashrightarrow 00{:}05{:}17{.}723$ of communication of whatever it

NOTE Confidence: 0.9339603

 $00:05:17.723 \rightarrow 00:05:20.058$ is that you're trying to teach.

NOTE Confidence: 0.9339603

 $00{:}05{:}20{.}060 \dashrightarrow 00{:}05{:}21{.}705$ The individual who is successful

NOTE Confidence: 0.9339603

 $00:05:21.705 \dashrightarrow 00:05:23.900$ often has formal training in teaching,

NOTE Confidence: 0.9339603

 $00{:}05{:}23{.}900 \dashrightarrow 00{:}05{:}25{.}965$ and that's again one of the purposes

NOTE Confidence: 0.9339603

00:05:25.965 - 00:05:27.988 of questions like today.

NOTE Confidence: 0.9339603

 $00:05:27.988 \dashrightarrow 00:05:29.716$ They emphasize interactions

NOTE Confidence: 0.9339603

 $00:05:29.716 \rightarrow 00:05:32.020$ between patients and physicians,

NOTE Confidence: 0.9339603

 $00:05:32.020 \dashrightarrow 00:05:35.300$ particularly in the bedside environment,

NOTE Confidence: 0.9339603

 $00:05:35.300 \rightarrow 00:05:36.944$ and they emphasize psychosocial

- NOTE Confidence: 0.9339603
- $00:05:36.944 \longrightarrow 00:05:38.177$ aspects of medicine.
- NOTE Confidence: 0.9339603
- $00{:}05{:}38{.}180 \dashrightarrow 00{:}05{:}40{.}837$ The patient has an entire entity,
- NOTE Confidence: 0.9339603
- $00:05:40.837 \longrightarrow 00:05:43.122$ not just a group of
- NOTE Confidence: 0.9339603
- $00{:}05{:}43.122 \dashrightarrow 00{:}05{:}44.220$ physiological abnormalities,
- NOTE Confidence: 0.9339603
- $00:05:44.220 \rightarrow 00:05:47.420$ and then providing specific feedback,
- NOTE Confidence: 0.9339603
- $00{:}05{:}47{.}420 \dashrightarrow 00{:}05{:}49{.}940$ both formative and summative feedback.
- NOTE Confidence: 0.9339603
- $00{:}05{:}49{.}940 \dashrightarrow 00{:}05{:}52{.}058$ These are all kind of standard
- NOTE Confidence: 0.9339603
- $00{:}05{:}52{.}058 \dashrightarrow 00{:}05{:}53{.}766$ criteria that were established at
- NOTE Confidence: 0.9339603
- $00{:}05{:}53.766 \dashrightarrow 00{:}05{:}57.110$ that time and still hold true today.
- NOTE Confidence: 0.9339603
- $00:05:57.110 \longrightarrow 00:05:59.504$ And it's probably not new to most of you.
- NOTE Confidence: 0.9339603
- 00:05:59.510 --> 00:06:00.074 But interestingly,
- NOTE Confidence: 0.9339603
- $00{:}06{:}00{.}074 \dashrightarrow 00{:}06{:}02{.}330$ what they found in this one study is
- NOTE Confidence: 0.9339603
- $00:06:02.382 \longrightarrow 00:06:04.139$ that less than half of the faculty
- NOTE Confidence: 0.9339603
- $00{:}06{:}04{.}139 \dashrightarrow 00{:}06{:}05{.}514$ were viewed as excellent role
- NOTE Confidence: 0.9339603
- $00{:}06{:}05{.}514 \dashrightarrow 00{:}06{:}07{.}502$ models to have all of these traits,
- NOTE Confidence: 0.9339603

 $00:06:07.510 \longrightarrow 00:06:09.946$ and that faculty may be unaware

NOTE Confidence: 0.9339603

 $00:06:09.950 \longrightarrow 00:06:11.588$ of behaviors that they have and

NOTE Confidence: 0.9339603

 $00:06:11.588 \longrightarrow 00:06:13.476$ that they can improve their skills

NOTE Confidence: 0.9339603

 $00:06:13.476 \longrightarrow 00:06:14.589$ by faculty development.

NOTE Confidence: 0.9339603

 $00:06:14.590 \longrightarrow 00:06:18.146$ This is something that can be learned.

NOTE Confidence: 0.9339603

 $00{:}06{:}18.150 \dashrightarrow 00{:}06{:}20.380$ Next slide.

NOTE Confidence: 0.9339603

 $00{:}06{:}20{.}380 \dashrightarrow 00{:}06{:}20{.}520$ Great.

NOTE Confidence: 0.9339603

 $00{:}06{:}20.520 \dashrightarrow 00{:}06{:}22.118$ So I'll turn back over to Shauna

NOTE Confidence: 0.9339603

 $00{:}06{:}22.118$ --> $00{:}06{:}23.719$ now to go through learning

NOTE Confidence: 0.9339603

00:06:23.719 --> 00:06:24.859 climate characteristics.

NOTE Confidence: 0.92863953

00:06:25.740 --> 00:06:27.545 Great, Thank you so much, Vinny.

NOTE Confidence: 0.92863953

 $00:06:27.545 \longrightarrow 00:06:30.785$ So Vinny has laid out the case for

NOTE Confidence: 0.92863953

 $00{:}06{:}30.785 \dashrightarrow 00{:}06{:}34.256$ why learning climate is so important.

NOTE Confidence: 0.92863953

 $00:06:34.260 \dashrightarrow 00:06:36.654$ And as he mentioned, these are really

NOTE Confidence: 0.92863953

 $00{:}06{:}36{.}654 \dashrightarrow 00{:}06{:}39{.}697$ a set of skills that you can learn.

NOTE Confidence: 0.92863953

 $00:06:39.700 \longrightarrow 00:06:41.716$ So what does a good learning

- NOTE Confidence: 0.92863953
- 00:06:41.716 --> 00:06:43.060 climate actually look like?

 $00:06:43.060 \longrightarrow 00:06:45.020$ Well, we can certainly contrast it to what

NOTE Confidence: 0.92863953

 $00:06:45.020 \rightarrow 00:06:47.210$ a poor learning climate might look like.

NOTE Confidence: 0.92863953

00:06:47.210 --> 00:06:48.850 And I think unfortunately many

NOTE Confidence: 0.92863953

 $00{:}06{:}48.850 \dashrightarrow 00{:}06{:}50.796$ of us have experienced this and

NOTE Confidence: 0.92863953

 $00:06:50.796 \longrightarrow 00:06:52.525$ just as we're about to get hit,

NOTE Confidence: 0.92863953

 $00:06:52.530 \dashrightarrow 00:06:54.810$ I think by Tropical Storm Ophelia,

NOTE Confidence: 0.92863953

 $00:06:54.810 \dashrightarrow 00:06:57.132$ I think they've named it this weekend.

NOTE Confidence: 0.92863953

 $00{:}06{:}57{.}132 \dashrightarrow 00{:}07{:}00{.}675$ You know, we can relate to how how that

NOTE Confidence: 0.92863953

 $00:07:00.675 \dashrightarrow 00:07:03.524$ can feel out of control and chaotic.

NOTE Confidence: 0.92863953

 $00:07:03.530 \longrightarrow 00:07:04.344$ And unfortunately,

NOTE Confidence: 0.92863953

 $00{:}07{:}04{.}344 \dashrightarrow 00{:}07{:}06{.}379$ poor learning comments can also

NOTE Confidence: 0.92863953

 $00{:}07{:}06{.}379 \dashrightarrow 00{:}07{:}08{.}409$ feel hostile to to learners.

NOTE Confidence: 0.93823063

00:07:10.660 --> 00:07:13.440 A common pitfall that people have

NOTE Confidence: 0.93823063

 $00{:}07{:}13.440 \dashrightarrow 00{:}07{:}15.820$ as educators is to think about what

 $00:07:15.820 \longrightarrow 00:07:17.259$ they're interested in teaching.

NOTE Confidence: 0.93823063

00:07:17.260 --> 00:07:19.205 So being educator focused creates

NOTE Confidence: 0.93823063

 $00{:}07{:}19.205 \dashrightarrow 00{:}07{:}21.150$ a poor learning climate and

NOTE Confidence: 0.93823063

00:07:21.223 --> 00:07:23.137 then being boring so you know,

NOTE Confidence: 0.93823063

 $00{:}07{:}23.140 \dashrightarrow 00{:}07{:}24.415$ not being interested in what

NOTE Confidence: 0.93823063

 $00{:}07{:}24.415 \dashrightarrow 00{:}07{:}25.690$ you're teaching about or not

NOTE Confidence: 0.93823063

 $00:07:25.737 \rightarrow 00:07:27.255$ teaching it in an interesting way.

NOTE Confidence: 0.93823063

 $00{:}07{:}27.260 \dashrightarrow 00{:}07{:}29.528$ All of these things can contribute to

NOTE Confidence: 0.93823063

00:07:29.528 --> 00:07:31.764 per learning climates and you can imagine

NOTE Confidence: 0.93823063

 $00{:}07{:}31.764 \dashrightarrow 00{:}07{:}34.899$ moving to a sunny blue sky place for a good.

NOTE Confidence: 0.93823063

 $00{:}07{:}34{.}900 \dashrightarrow 00{:}07{:}37{.}018$ Learning climate is essentially the opposite.

NOTE Confidence: 0.93823063

00:07:37.020 --> 00:07:38.964 So characteristics of a good learning

NOTE Confidence: 0.93823063

 $00{:}07{:}38{.}964 \dashrightarrow 00{:}07{:}41{.}480$ climate or that it would it's friendly,

NOTE Confidence: 0.93823063

 $00:07:41.480 \longrightarrow 00:07:42.506$ organized and structured,

NOTE Confidence: 0.93823063

 $00:07:42.506 \longrightarrow 00:07:45.322$ the focus on what is on what the

NOTE Confidence: 0.93823063

 $00{:}07{:}45.322 \dashrightarrow 00{:}07{:}47.315$ learner needs and the educators

- NOTE Confidence: 0.93823063
- 00:07:47.315 00:07:49.440 are engaging in their teaching.

 $00:07:49.440 \rightarrow 00:07:53.234$ So how do you actually accomplish these?

NOTE Confidence: 0.93823063

 $00:07:53.240 \longrightarrow 00:07:54.985$ So luckily these are behaviors

NOTE Confidence: 0.93823063

00:07:54.985 --> 00:07:57.200 which you can you can learn,

NOTE Confidence: 0.93823063

 $00:07:57.200 \longrightarrow 00:07:59.120$ you can think about how to

NOTE Confidence: 0.93823063

 $00:07:59.120 \longrightarrow 00:08:00.400$ implement some of them.

NOTE Confidence: 0.93823063

00:08:00.400 --> 00:08:02.200 So in terms of being friendly,

NOTE Confidence: 0.93823063

 $00:08:02.200 \rightarrow 00:08:04.070$ that seems pretty straightforward forward,

NOTE Confidence: 0.93823063

 $00{:}08{:}04{.}070 \dashrightarrow 00{:}08{:}05{.}530$ but knowing and using your

NOTE Confidence: 0.93823063

00:08:05.530 --> 00:08:07.550 learner's names as much as possible,

NOTE Confidence: 0.93823063

 $00{:}08{:}07{.}550 \dashrightarrow 00{:}08{:}08{.}852$ obviously you're going to be all of

NOTE Confidence: 0.93823063

 $00{:}08{:}08{.}852 \dashrightarrow 00{:}08{:}10{.}389$ you teach in many different settings.

NOTE Confidence: 0.93823063

 $00:08:10.390 \dashrightarrow 00:08:12.154$ I'm sure there might be situations

NOTE Confidence: 0.93823063

 $00{:}08{:}12.154 \dashrightarrow 00{:}08{:}14.228$ like this where it's harder to to

NOTE Confidence: 0.93823063

 $00:08:14.228 \rightarrow 00:08:15.902$ know and use your learner's names,

 $00:08:15.910 \longrightarrow 00:08:17.775$ but certainly on your teams

NOTE Confidence: 0.93823063

 $00:08:17.775 \longrightarrow 00:08:19.267$ that you're working with.

NOTE Confidence: 0.93823063

 $00:08:19.270 \dashrightarrow 00:08:22.086$ Learn your who your learners are and

NOTE Confidence: 0.93823063

 $00:08:22.086 \rightarrow 00:08:24.134$ write their names down if you have trouble

NOTE Confidence: 0.93823063

 $00:08:24.134 \rightarrow 00:08:25.547$ remembering them or pronouncing them.

NOTE Confidence: 0.93823063

 $00{:}08{:}25{.}550 \dashrightarrow 00{:}08{:}27{.}360$ And and use their names.

NOTE Confidence: 0.93823063

 $00:08:27.360 \longrightarrow 00:08:30.195$ Use your body language to convey openness.

NOTE Confidence: 0.93823063

 $00{:}08{:}30{.}200 \dashrightarrow 00{:}08{:}33{.}032$ All those skills that we've learned to use

NOTE Confidence: 0.93823063

 $00{:}08{:}33{.}032 \dashrightarrow 00{:}08{:}35{.}784$ with our patients such as eye contact,

NOTE Confidence: 0.93823063

00:08:35.784 --> 00:08:37.504 active listening, nodding, smiling,

NOTE Confidence: 0.93823063

 $00:08:37.504 \rightarrow 00:08:39.552$ encouraging your learners when

NOTE Confidence: 0.93823063

 $00:08:39.552 \rightarrow 00:08:41.600$ they're speaking to you,

NOTE Confidence: 0.93823063

00:08:41.600 - 00:08:42.956 all of those things are really,

NOTE Confidence: 0.93823063

 $00:08:42.960 \rightarrow 00:08:46.278$ really helpful to be a friendly atmosphere.

NOTE Confidence: 0.93823063

00:08:46.280 --> 00:08:49.480 Avoiding ridicule seems pretty self-evident.

NOTE Confidence: 0.93823063

 $00:08:49.480 \rightarrow 00:08:49.847$ However,

 $00:08:49.847 \longrightarrow 00:08:52.049$ I think especially as someone personally

NOTE Confidence: 0.93823063

 $00{:}08{:}52.049 \dashrightarrow 00{:}08{:}54.604$ who likes to use humor to sort of,

NOTE Confidence: 0.93823063

 $00:08:54.604 \rightarrow 00:08:57.340$ you know, lighten the mood a little bit,

NOTE Confidence: 0.93823063

 $00:08:57.340 \longrightarrow 00:09:00.020$ it can be a little bit of a slippery slope.

NOTE Confidence: 0.93823063

 $00:09:00.020 \longrightarrow 00:09:01.052$ If you're using humor,

NOTE Confidence: 0.93823063

 $00:09:01.052 \dashrightarrow 00:09:03.459$ try not to make fun of your learners.

NOTE Confidence: 0.93823063

 $00:09:03.460 \dashrightarrow 00:09:05.488$ Sometimes it it can feel tempting

NOTE Confidence: 0.93823063

 $00:09:05.488 \longrightarrow 00:09:07.860$ to do that funny things happen,

NOTE Confidence: 0.93823063

 $00{:}09{:}07{.}860 \dashrightarrow 00{:}09{:}09{.}172$ we all know that.

NOTE Confidence: 0.93823063

00:09:09.172 --> 00:09:09.835 But remember,

NOTE Confidence: 0.93823063

 $00{:}09{:}09{.}835 \dashrightarrow 00{:}09{:}12.180$ even though we're all trying to flatten

NOTE Confidence: 0.93823063

 $00{:}09{:}12.180 \dashrightarrow 00{:}09{:}14.019$ the hierarchy in medical education,

NOTE Confidence: 0.93823063

 $00:09:14.020 \longrightarrow 00:09:15.444$ unfortunately the learners probably

NOTE Confidence: 0.93823063

 $00{:}09{:}15{.}444 \dashrightarrow 00{:}09{:}17{.}940$ perceive A hierarchy much more than we do.

NOTE Confidence: 0.93823063

 $00{:}09{:}17{.}940 \dashrightarrow 00{:}09{:}19{.}620$ And so sometimes when when we

 $00:09:19.620 \longrightarrow 00:09:20.460$ tease our learners,

NOTE Confidence: 0.93823063

 $00:09:20.460 \longrightarrow 00:09:21.948$ that is not received in the

NOTE Confidence: 0.93823063

 $00:09:21.948 \longrightarrow 00:09:23.460$ way in which we mean it.

NOTE Confidence: 0.93823063

 $00:09:23.460 \dashrightarrow 00:09:25.827$ So a good rule of thumb that I have

NOTE Confidence: 0.93823063

 $00{:}09{:}25.827 \dashrightarrow 00{:}09{:}28.099$ is to only make fun of yourself

NOTE Confidence: 0.93823063

 $00:09:28.100 \dashrightarrow 00:09:30.440$ and actually that that goes down

NOTE Confidence: 0.93823063

 $00{:}09{:}30{.}440 \dashrightarrow 00{:}09{:}31{.}880$ quite well and then acknowledge

NOTE Confidence: 0.93823063

 $00:09:31.880 \rightarrow 00:09:34.180$ your expectations can really help

NOTE Confidence: 0.93823063

 $00{:}09{:}34.180 \dashrightarrow 00{:}09{:}35.740$ to establish that.

NOTE Confidence: 0.93823063

00:09:35.740 --> 00:09:36.322 You know,

NOTE Confidence: 0.93823063

 $00:09:36.322 \rightarrow 00:09:38.359$ we're all in the process of learning

NOTE Confidence: 0.93823063

 $00:09:38.359 \longrightarrow 00:09:40.420$ that we all didn't sort of appear

NOTE Confidence: 0.93823063

 $00:09:40.420 \rightarrow 00:09:42.631$ fully formed with the knowledge and

NOTE Confidence: 0.93823063

 $00:09:42.631 \dashrightarrow 00:09:44.647$ experience and skills that we have.

NOTE Confidence: 0.93823063

 $00{:}09{:}44.650 \dashrightarrow 00{:}09{:}46.528$ And so learning your learners know

NOTE Confidence: 0.93823063

 $00:09:46.528 \rightarrow 00:09:48.313$ that you're still learning or let

 $00:09:48.313 \rightarrow 00:09:49.965$ them know where you were at their

NOTE Confidence: 0.93823063

 $00{:}09{:}49{.}965 \dashrightarrow 00{:}09{:}51{.}495$ stage and and the struggles that

NOTE Confidence: 0.93823063

 $00:09:51.495 \longrightarrow 00:09:54.142$ you had can be really helpful to

NOTE Confidence: 0.93823063

 $00:09:54.142 \rightarrow 00:09:56.966$ create that friendly atmosphere.

NOTE Confidence: 0.93823063

 $00:09:56.970 \longrightarrow 00:09:59.286$ Next is really important to be

NOTE Confidence: 0.93823063

 $00:09:59.286 \longrightarrow 00:10:00.444$ organized and structured.

NOTE Confidence: 0.93823063

 $00:10:00.450 \rightarrow 00:10:02.610$ So think about what you want to teach.

NOTE Confidence: 0.9347339

 $00{:}10{:}02.610 \dashrightarrow 00{:}10{:}06.074$ Set an agenda for for what you want to

NOTE Confidence: 0.9347339

 $00:10:06.074 \rightarrow 00:10:07.730$ get through during that teaching session,

NOTE Confidence: 0.9347339

 $00:10:07.730 \longrightarrow 00:10:09.330$ whether that's on rounds,

NOTE Confidence: 0.9347339

 $00:10:09.330 \longrightarrow 00:10:10.930$ during the attending rounds,

NOTE Confidence: 0.9347339

00:10:10.930 --> 00:10:13.511 or during a more formal teaching session

NOTE Confidence: 0.9347339

 $00:10:13.511 \rightarrow 00:10:15.919$ like this, and try to stay on topic.

NOTE Confidence: 0.9347339

 $00{:}10{:}15{.}920 \dashrightarrow 00{:}10{:}17{.}060$ Now, sometimes your learners are

NOTE Confidence: 0.9347339

 $00:10:17.060 \rightarrow 00:10:18.791$ going to be off topic because they're

 $00{:}10{:}18.791 \dashrightarrow 00{:}10{:}20.435$ going to be interested in something.

NOTE Confidence: 0.9347339

 $00:10:20.440 \longrightarrow 00:10:22.386$ A side topic that you alluded to

NOTE Confidence: 0.9347339

 $00{:}10{:}22.386 \dashrightarrow 00{:}10{:}24.613$ or a minor topic that you weren't

NOTE Confidence: 0.9347339

 $00:10:24.613 \rightarrow 00:10:26.593$ going to spend much time on.

NOTE Confidence: 0.9347339

 $00:10:26.600 \rightarrow 00:10:28.400$ Acknowledge that if that happened.

NOTE Confidence: 0.9347339

00:10:28.400 --> 00:10:30.488 So you can either say, you know,

NOTE Confidence: 0.9347339

 $00{:}10{:}30{.}488 \dashrightarrow 00{:}10{:}32{.}072$ seems like people are really interested

NOTE Confidence: 0.9347339

 $00:10:32.072 \rightarrow 00:10:33.797$ in talking about this instead of XYZ,

NOTE Confidence: 0.9347339

 $00{:}10{:}33.800 \dashrightarrow 00{:}10{:}34.956$ which I had planned.

NOTE Confidence: 0.9347339

 $00{:}10{:}34.956 \dashrightarrow 00{:}10{:}37.120$ We can keep going and talk about,

NOTE Confidence: 0.9347339

 $00:10:37.120 \longrightarrow 00:10:40.000$ you know, this topic that you're

NOTE Confidence: 0.9347339

 $00{:}10{:}40.000 \dashrightarrow 00{:}10{:}42.164$ interested in or you know,

NOTE Confidence: 0.9347339

 $00{:}10{:}42.164 \dashrightarrow 00{:}10{:}45.060$ we can come back to this another time.

NOTE Confidence: 0.9347339

00:10:45.060 --> 00:10:46.980 So again, just try to stay on topic,

NOTE Confidence: 0.9347339

00:10:46.980 --> 00:10:48.042 but if it looks like you're

NOTE Confidence: 0.9347339

 $00:10:48.042 \rightarrow 00:10:49.094$ really veering off, that's fine.

- NOTE Confidence: 0.9347339
- $00:10:49.094 \longrightarrow 00:10:50.379$ Just sort of acknowledge that.

 $00{:}10{:}50{.}380 \dashrightarrow 00{:}10{:}53{.}912$ Let them know you're aware that the

NOTE Confidence: 0.9347339

 $00:10:53.912 \rightarrow 00:10:57.300$ topic might be changing a little bit,

NOTE Confidence: 0.9347339

 $00:10:57.300 \rightarrow 00:10:58.644$ Think about being structured.

NOTE Confidence: 0.9347339

 $00{:}10{:}58.644 \dashrightarrow 00{:}11{:}00.966$ Really try to allocate the amount of

NOTE Confidence: 0.9347339

 $00{:}11{:}00{.}966 \dashrightarrow 00{:}11{:}02{.}737$ time you need for each agenda item.

NOTE Confidence: 0.9347339

 $00:11:02.740 \longrightarrow 00:11:05.218$ I'm actually the worst at this.

NOTE Confidence: 0.9347339

 $00:11:05.220 \rightarrow 00:11:07.836$ I tend to be really worried that I'm

NOTE Confidence: 0.9347339

00:11:07.836 --> 00:11:10.180 going to run out of time or sorry.

NOTE Confidence: 0.9347339

00:11:10.180 --> 00:11:11.740 I'm always worried I'm not going

NOTE Confidence: 0.9347339

 $00:11:11.740 \longrightarrow 00:11:13.149$ to have enough material.

NOTE Confidence: 0.9347339

 $00{:}11{:}13{.}150 \dashrightarrow 00{:}11{:}15{.}390$ Exactly the opposite always happens to me.

NOTE Confidence: 0.9347339

00:11:15.390 --> 00:11:18.144 I always run out of time when I'm speaking

NOTE Confidence: 0.9347339

00:11:18.144 $\operatorname{-->}$ 00:11:20.234 because I I try to cram too much in.

NOTE Confidence: 0.9347339

 $00:11:20.234 \rightarrow 00:11:22.186$ So I'm trying to work on this myself.

- $00:11:22.190 \rightarrow 00:11:24.278$ But be be thoughtful about how much time
- NOTE Confidence: 0.9347339
- $00:11:24.278 \rightarrow 00:11:26.270$ you think everything's going to need.
- NOTE Confidence: 0.9347339
- $00{:}11{:}26{.}270 \dashrightarrow 00{:}11{:}28{.}508$ And then respond to your learners,
- NOTE Confidence: 0.9347339
- $00:11:28.510 \longrightarrow 00:11:29.896$ especially if you're in a more
- NOTE Confidence: 0.9347339
- $00:11:29.896 \longrightarrow 00:11:31.270$ of a small group setting.
- NOTE Confidence: 0.9347339
- 00:11:31.270 --> 00:11:31.804 You know,
- NOTE Confidence: 0.9347339
- $00:11:31.804 \longrightarrow 00:11:33.406$ see what they seem to be
- NOTE Confidence: 0.9347339
- 00:11:33.406 --> 00:11:34.430 really grasping quickly,
- NOTE Confidence: 0.9347339
- $00{:}11{:}34{.}430 \dashrightarrow 00{:}11{:}35{.}762$ or maybe what they already know
- NOTE Confidence: 0.9347339
- $00:11:35.762 \longrightarrow 00:11:36.910$ and and speed through that.
- NOTE Confidence: 0.9347339
- $00{:}11{:}36{.}910 \dashrightarrow 00{:}11{:}38{.}786$ And you can literally just ask them,
- NOTE Confidence: 0.9347339
- 00:11:38.790 --> 00:11:39.150 you know,
- NOTE Confidence: 0.9347339
- 00:11:39.150 --> 00:11:40.050 It seems like you all
- NOTE Confidence: 0.9347339
- $00:11:40.050 \longrightarrow 00:11:40.790$ understand this pretty well.
- NOTE Confidence: 0.9347339
- $00{:}11{:}40.790 \dashrightarrow 00{:}11{:}42.689$ Can we get me and move on to the
- NOTE Confidence: 0.9347339
- 00:11:42.689 --> 00:11:44.879 next topic or slow down if they seem

- NOTE Confidence: 0.9347339
- $00:11:44.879 \rightarrow 00:11:46.790$ to be struggling with that concept.
- NOTE Confidence: 0.9347339
- $00:11:46.790 \longrightarrow 00:11:50.472$ So respond to how they how they're
- NOTE Confidence: 0.9347339
- $00:11:50.472 \rightarrow 00:11:52.630$ absorbing the information and then
- NOTE Confidence: 0.9347339
- $00:11:52.630 \rightarrow 00:11:54.370$ really think about being learner focused.
- NOTE Confidence: 0.9347339
- 00:11:54.370 --> 00:11:56.323 And in many ways this this might
- NOTE Confidence: 0.9347339
- $00:11:56.323 \longrightarrow 00:11:58.543$ be the most important part of
- NOTE Confidence: 0.9347339
- $00:11:58.543 \rightarrow 00:12:00.728$ establishing a good learning climate.
- NOTE Confidence: 0.9347339
- $00:12:00.730 \longrightarrow 00:12:02.188$ First thing is to identify what
- NOTE Confidence: 0.9347339
- $00{:}12{:}02{.}188 \dashrightarrow 00{:}12{:}03{.}435$ your learners are and they're
- NOTE Confidence: 0.9347339
- $00:12:03.435 \longrightarrow 00:12:04.809$ really two ways to do this.
- NOTE Confidence: 0.9347339
- $00{:}12{:}04{.}810 \dashrightarrow 00{:}12{:}07{.}609$ The 1st is to ask them for the beginning
- NOTE Confidence: 0.9347339
- $00{:}12{:}07{.}609 \dashrightarrow 00{:}12{:}09{.}660$ of any teaching session or or rotation
- NOTE Confidence: 0.9347339
- $00:12:09.721 \rightarrow 00:12:11.604$ that you may be working with people.
- NOTE Confidence: 0.9347339
- $00{:}12{:}11{.}610$ --> $00{:}12{:}13{.}330$ Find out what your learners want to learn NOTE Confidence: 0.9347339
- 1011 Connuence: 0.3541555
- $00{:}12{:}13.330 \dashrightarrow 00{:}12{:}15.045$ about or they think they need to know.
- NOTE Confidence: 0.9327514

 $00:12:17.090 \rightarrow 00:12:18.490$ The other thing is you can observe them,

NOTE Confidence: 0.9327514

 $00:12:18.490 \rightarrow 00:12:20.560$ especially if you're working with them

NOTE Confidence: 0.9327514

 $00:12:20.560 \longrightarrow 00:12:23.290$ on on some sort of rotation or team.

NOTE Confidence: 0.9327514

 $00:12:23.290 \rightarrow 00:12:24.595$ It's very interesting.

NOTE Confidence: 0.9327514

 $00:12:24.595 \rightarrow 00:12:27.205$ Sometimes they're identified needs or not,

NOTE Confidence: 0.9327514

 $00{:}12{:}27{.}210 \dashrightarrow 00{:}12{:}29{.}107$ where you see their needs to be

NOTE Confidence: 0.9327514

 $00{:}12{:}29{.}107 \dashrightarrow 00{:}12{:}30{.}603$ when you're actually working with

NOTE Confidence: 0.9327514

 $00:12:30.603 \longrightarrow 00:12:32.168$ them in the clinical setting.

NOTE Confidence: 0.9327514

 $00{:}12{:}32{.}170 \dashrightarrow 00{:}12{:}34{.}195$ And so those are the two ways in which

NOTE Confidence: 0.9327514

 $00:12:34.195 \longrightarrow 00:12:35.925$ you can identify needs and and it

NOTE Confidence: 0.9327514

 $00{:}12{:}35{.}925 \dashrightarrow 00{:}12{:}37{.}970$ tells you a lot about your learner.

NOTE Confidence: 0.9327514

00:12:37.970 --> 00:12:39.874 If you ask them what they need to

NOTE Confidence: 0.9327514

 $00{:}12{:}39{.}874 \dashrightarrow 00{:}12{:}41{.}920$ learn and they're really off base in

NOTE Confidence: 0.9327514

00:12:41.920 --> 00:12:43.530 terms of what where they actually are

NOTE Confidence: 0.9327514

 $00{:}12{:}43{.}530 \dashrightarrow 00{:}12{:}45{.}703$ and what they actually need to learn

NOTE Confidence: 0.9327514

 $00:12:45.703 \rightarrow 00:12:48.160$ and then meet them where they are,

- NOTE Confidence: 0.9327514
- 00:12:48.160 --> 00:12:51.208 You know, don't don't try to to
- NOTE Confidence: 0.9327514
- $00:12:51.208 \rightarrow 00:12:53.091$ teach too much over where they are
- NOTE Confidence: 0.9327514
- $00:12:53.091 \rightarrow 00:12:54.834$ or or too under where they are.
- NOTE Confidence: 0.9327514
- 00:12:54.840 --> 00:12:55.692 And again,
- NOTE Confidence: 0.9327514
- $00{:}12{:}55.692 \dashrightarrow 00{:}12{:}59.400$ that's sort of responding to their,
- NOTE Confidence: 0.9327514
- $00{:}12{:}59{.}400 \dashrightarrow 00{:}13{:}01{.}973$ you know, how they are interacting
- NOTE Confidence: 0.9327514
- 00:13:01.973 --> 00:13:04.438 with you when you're teaching,
- NOTE Confidence: 0.9327514
- 00:13:04.440 --> 00:13:06.288 you know, again,
- NOTE Confidence: 0.9327514
- 00:13:06.288 --> 00:13:08.780 just really sort of speed up,
- NOTE Confidence: 0.9327514
- $00{:}13{:}08{.}780 \dashrightarrow 00{:}13{:}11{.}135$ slow down according to where they are
- NOTE Confidence: 0.9327514
- $00{:}13{:}11{.}135 \dashrightarrow 00{:}13{:}13{.}351$ in terms of their knowledge availability.
- NOTE Confidence: 0.9327514
- $00{:}13{:}13{.}351 \dashrightarrow 00{:}13{:}16{.}088$ It seems like a strange thing to
- NOTE Confidence: 0.9327514
- $00{:}13{:}16.088 \dashrightarrow 00{:}13{:}18.658$ put into a learning climate talk.
- NOTE Confidence: 0.9327514
- 00:13:18.660 --> 00:13:21.446 But availability just it turns out to
- NOTE Confidence: 0.9327514
- $00{:}13{:}21{.}446 \dashrightarrow 00{:}13{:}24{.}688$ be one of the most important aspects
- NOTE Confidence: 0.9327514

 $00:13:24.688 \longrightarrow 00:13:27.524$ of attendings for for residents

NOTE Confidence: 0.9327514

 $00:13:27.524 \rightarrow 00:13:30.454$ and fellows when we're evaluated,

NOTE Confidence: 0.9327514

00:13:30.460 - 00:13:32.752 that feeling like you care enough

NOTE Confidence: 0.9327514

 $00:13:32.752 \longrightarrow 00:13:33.898$ about the team,

NOTE Confidence: 0.9327514

 $00{:}13{:}33{.}900 \dashrightarrow 00{:}13{:}36{.}018$ you care enough about your learners

NOTE Confidence: 0.9327514

 $00{:}13{:}36{.}020 \dashrightarrow 00{:}13{:}37{.}763$ to be present for them to be

NOTE Confidence: 0.9327514

 $00:13:37.763 \rightarrow 00:13:39.500$ able to answer their questions,

NOTE Confidence: 0.9327514

00:13:39.500 - 00:13:42.245 to be able to give input on on patients,

NOTE Confidence: 0.9327514

 $00:13:42.250 \longrightarrow 00:13:44.210$ just to be around even.

NOTE Confidence: 0.9327514

 $00:13:44.210 \longrightarrow 00:13:46.170$ And that helps to set a really

NOTE Confidence: 0.9327514

00:13:46.170 --> 00:13:47.010 great learning climate.

NOTE Confidence: 0.9327514

00:13:47.010 --> 00:13:48.445 It also allows you, like I said,

NOTE Confidence: 0.9327514

 $00:13:48.450 \longrightarrow 00:13:49.899$ to get to know your team and

NOTE Confidence: 0.9327514

 $00:13:49.899 \rightarrow 00:13:51.370$ and know what their needs are,

NOTE Confidence: 0.9327514

 $00{:}13{:}51{.}370 \dashrightarrow 00{:}13{:}53{.}770$ ask their opinions about about patience,

NOTE Confidence: 0.9327514

 $00:13:53.770 \rightarrow 00:13:56.766$ about things that come up when you're

- NOTE Confidence: 0.9327514
- $00:13:56.766 \rightarrow 00:13:59.558$ working with them and then respect them.

00:13:59.558 --> 00:14:01.443 This is also incredibly important,

NOTE Confidence: 0.9327514

 $00:14:01.450 \rightarrow 00:14:04.210$ you know, acknowledge their struggles.

NOTE Confidence: 0.9327514

 $00:14:04.210 \longrightarrow 00:14:04.666$ You know,

NOTE Confidence: 0.9327514

 $00{:}14{:}04.666 \dashrightarrow 00{:}14{:}06.809$ I'm old enough that I trained at a time

NOTE Confidence: 0.9327514

 $00:14:06.809 \rightarrow 00:14:08.929$ when there were there were no duty hours.

NOTE Confidence: 0.9327514

00:14:08.930 --> 00:14:10.130 We often worked, you know,

NOTE Confidence: 0.9327514

 $00{:}14{:}10{.}130 \dashrightarrow 00{:}14{:}12{.}922$ over 100 hours a week and it's

NOTE Confidence: 0.9327514

00:14:12.922 --> 00:14:14.277 very easy sometimes for old

NOTE Confidence: 0.9327514

 $00:14:14.277 \rightarrow 00:14:15.939$ timers like me to sort of say,

NOTE Confidence: 0.9327514

00:14:15.940 --> 00:14:17.740 oh this, you know, this group,

NOTE Confidence: 0.9327514

 $00:14:17.740 \longrightarrow 00:14:20.193$ they they get to go home every

NOTE Confidence: 0.9327514

 $00:14:20.193 \rightarrow 00:14:21.858$ evening or whatever it is.

NOTE Confidence: 0.9327514

00:14:21.860 --> 00:14:22.940 But you know,

NOTE Confidence: 0.9327514

 $00{:}14{:}22{.}940 \dashrightarrow 00{:}14{:}25{.}100$ they have their own struggles and

- $00:14:25.100 \rightarrow 00:14:26.860$ they're working with work compression,
- NOTE Confidence: 0.9327514
- 00:14:26.860 --> 00:14:27.030 right.
- NOTE Confidence: 0.9327514
- $00:14:27.030 \rightarrow 00:14:28.220$ They have to get the same amount.
- NOTE Confidence: 0.9327514
- 00:14:28.220 --> 00:14:29.991 Probably a lot more work done actually
- NOTE Confidence: 0.9327514
- $00{:}14{:}29{.}991 \dashrightarrow 00{:}14{:}32{.}097$ in in much last time than we had to.
- NOTE Confidence: 0.9327514
- 00:14:32.100 --> 00:14:34.260 And medicine is more complex,
- NOTE Confidence: 0.9327514
- 00:14:34.260 --> 00:14:35.163 it's more detailed,
- NOTE Confidence: 0.9327514
- $00:14:35.163 \rightarrow 00:14:36.668$ there's there are high expectations
- NOTE Confidence: 0.9327514
- $00{:}14{:}36.668 \dashrightarrow 00{:}14{:}38.802$ for the the trainees are doing so
- NOTE Confidence: 0.9327514
- $00{:}14{:}38{.}802 \dashrightarrow 00{:}14{:}40{.}282$ acknowledge their struggles and have
- NOTE Confidence: 0.9327514
- $00:14:40.337 \rightarrow 00:14:41.819$ empathy for for where they are.
- NOTE Confidence: 0.9327514
- $00:14:41.820 \rightarrow 00:14:42.948$ Residency is never easy,
- NOTE Confidence: 0.9327514
- $00:14:42.948 \longrightarrow 00:14:44.980$ and it's never going to be easy,
- NOTE Confidence: 0.9327514
- $00{:}14{:}44{.}980 \dashrightarrow 00{:}14{:}45{.}980$ nor fellowship.
- NOTE Confidence: 0.9327514
- $00{:}14{:}45{.}980 \dashrightarrow 00{:}14{:}48{.}980$ And then invite them to discuss
- NOTE Confidence: 0.9327514
- $00:14:48.980 \longrightarrow 00:14:50.305$ their limitations again.

- NOTE Confidence: 0.9327514
- $00:14:50.305 \rightarrow 00:14:52.255$ If you've established that it's okay
- NOTE Confidence: 0.9327514
- $00{:}14{:}52.255 \dashrightarrow 00{:}14{:}54.635$ to talk about your limitations by
- NOTE Confidence: 0.9327514
- $00:14:54.635 \rightarrow 00:14:56.427$ acknowledging your own limitations,
- NOTE Confidence: 0.9327514
- $00:14:56.430 \rightarrow 00:14:59.294$ they're going to be much more willing and
- NOTE Confidence: 0.9327514
- $00{:}14{:}59{.}294 \dashrightarrow 00{:}15{:}02{.}349$ open to share their struggles with you.
- NOTE Confidence: 0.9327514
- $00:15:02.350 \longrightarrow 00:15:03.860$ And that's going to really
- NOTE Confidence: 0.9327514
- $00:15:03.860 \longrightarrow 00:15:05.370$ allow you to teach to
- NOTE Confidence: 0.9357487
- $00:15:05.433 \longrightarrow 00:15:06.913$ where they are and what
- NOTE Confidence: 0.9357487
- $00:15:06.913 \longrightarrow 00:15:09.630$ they need more easily.
- NOTE Confidence: 0.9357487
- $00:15:09.630 \longrightarrow 00:15:11.550$ And then lastly, be engaging.
- NOTE Confidence: 0.9357487
- $00:15:11.550 \longrightarrow 00:15:12.934$ And this is always the part of the
- NOTE Confidence: 0.9357487
- $00{:}15{:}12{.}934 \dashrightarrow 00{:}15{:}14{.}387$ talk that feels a little meta for me.
- NOTE Confidence: 0.9357487
- $00{:}15{:}14.390 \dashrightarrow 00{:}15{:}16.606$ So now I'm going to try and show
- NOTE Confidence: 0.9357487
- $00{:}15{:}16.606 \dashrightarrow 00{:}15{:}18.028$ more enthusiasm for the topic,
- NOTE Confidence: 0.9357487
- $00:15:18.030 \longrightarrow 00:15:19.430$ but think about how you're
- NOTE Confidence: 0.9357487

 $00:15:19.430 \rightarrow 00:15:20.270$ speaking about something.

NOTE Confidence: 0.9357487

00:15:20.270 --> 00:15:22.310 Are you using an animated voice?

NOTE Confidence: 0.9357487

00:15:22.310 --> 00:15:23.214 What's your body language?

NOTE Confidence: 0.9357487

 $00:15:23.214 \rightarrow 00:15:25.350$ I actually, when I teach on the wards,

NOTE Confidence: 0.9357487

 $00{:}15{:}25{.}350 \dashrightarrow 00{:}15{:}27{.}262$ I really like to and my turning rounds

NOTE Confidence: 0.9357487

 $00{:}15{:}27{.}262 \dashrightarrow 00{:}15{:}29{.}834$ go up to the board and use the board NOTE Confidence: 0.9357487

 $00:15:29.834 \rightarrow 00:15:32.027$ because that gets me up and walking around.

NOTE Confidence: 0.9357487

00:15:32.030 --> 00:15:34.388 It makes me more, you know,

NOTE Confidence: 0.9357487

 $00{:}15{:}34{.}390 \dashrightarrow 00{:}15{:}36{.}875$ in motion and more interesting to look

NOTE Confidence: 0.9357487

 $00{:}15{:}36{.}875 \dashrightarrow 00{:}15{:}38{.}850$ at and then encourage participation.

NOTE Confidence: 0.9357487

 $00{:}15{:}38{.}850 \dashrightarrow 00{:}15{:}41{.}222$ You know these You don't want to

NOTE Confidence: 0.9357487

 $00{:}15{:}41.222 \dashrightarrow 00{:}15{:}42.950$ be a spoon feeder of information.

NOTE Confidence: 0.9357487

 $00:15:42.950 \longrightarrow 00:15:45.360$ You want your learners to be

NOTE Confidence: 0.9357487

 $00:15:45.360 \rightarrow 00:15:46.240$ answering questions,

NOTE Confidence: 0.9357487

 $00:15:46.240 \longrightarrow 00:15:47.560$ to be participating.

NOTE Confidence: 0.9357487

00:15:47.560 - 00:15:49.120 Use your higher level learners.

- NOTE Confidence: 0.9357487
- $00:15:49.120 \rightarrow 00:15:51.480$ If you're in a sort of a mixed group to

 $00{:}15{:}51{.}540 \dashrightarrow 00{:}15{:}53{.}955$ teach some of your lower level learners,

NOTE Confidence: 0.9357487

 $00:15:53.960 \longrightarrow 00:15:57.520$ make it a group process.

NOTE Confidence: 0.9357487

 $00:15:57.520 \longrightarrow 00:15:59.160$ Along those same lines.

NOTE Confidence: 0.9357487

 $00:15:59.160 \longrightarrow 00:16:00.800$ Avoid monopolizing the discussion.

NOTE Confidence: 0.9357487

00:16:00.800 --> 00:16:01.048 Really,

NOTE Confidence: 0.9357487

 $00:16:01.048 \rightarrow 00:16:03.032$ people don't want to just sit and listen

NOTE Confidence: 0.9357487

 $00:16:03.032 \rightarrow 00:16:05.079$ to you drone on about your pet project.

NOTE Confidence: 0.9357487

 $00:16:05.080 \longrightarrow 00:16:06.724$ You really want this again to

NOTE Confidence: 0.9357487

 $00:16:06.724 \longrightarrow 00:16:09.132$ be a conversation that you're

NOTE Confidence: 0.9357487

 $00:16:09.132 \rightarrow 00:16:11.606$ having with your learners okay.

NOTE Confidence: 0.9357487

 $00:16:11.606 \longrightarrow 00:16:13.286$ So really quickly this is

NOTE Confidence: 0.9357487

 $00:16:13.286 \longrightarrow 00:16:14.630$ actually not from medicine,

NOTE Confidence: 0.9357487

 $00{:}16{:}14.630 \dashrightarrow 00{:}16{:}15.866$ this is from the business world.

NOTE Confidence: 0.9357487

00:16:15.870 --> 00:16:18.208 But I think it's a really nice

00:16:18.208 --> 00:16:20.348 schematic of how to think about,

NOTE Confidence: 0.9357487

00:16:20.350 --> 00:16:20.802 you know,

NOTE Confidence: 0.9357487

 $00{:}16{:}20.802 \dashrightarrow 00{:}16{:}22.384$ what kind of educator you can be.

NOTE Confidence: 0.9357487

 $00{:}16{:}22{.}390 \dashrightarrow 00{:}16{:}25{.}050$ And so you can be either some body

NOTE Confidence: 0.9357487

 $00:16:25.050 \longrightarrow 00:16:27.598$ who offers a high support or low

NOTE Confidence: 0.9357487

 $00{:}16{:}27.598 \dashrightarrow 00{:}16{:}29.358$ support and or challenges your

NOTE Confidence: 0.9357487

 $00{:}16{:}29{.}358 \dashrightarrow 00{:}16{:}31{.}507$ learners or or doesn't challenge them.

NOTE Confidence: 0.9357487

 $00{:}16{:}31{.}510 \dashrightarrow 00{:}16{:}34{.}406$ And we're going to go around the four

NOTE Confidence: 0.9357487

00:16:34.406 --> 00:16:36.570 quadrants to sort of talk about the

NOTE Confidence: 0.9357487

 $00{:}16{:}36{.}570 \dashrightarrow 00{:}16{:}38{.}250$ different type of educators that that NOTE Confidence: 0.9357487

 $00:16:38.250 \rightarrow 00:16:39.690$ fall into each of these quadrants.

NOTE Confidence: 0.9357487

 $00:16:39.690 \longrightarrow 00:16:42.370$ So if you give a lot of support

NOTE Confidence: 0.9357487

00:16:42.370 --> 00:16:43.594 but you're not challenging,

NOTE Confidence: 0.9357487

 $00{:}16{:}43.594 \dashrightarrow 00{:}16{:}46.034$ you end up being a protector and that

NOTE Confidence: 0.9357487

 $00{:}16{:}46.034 \dashrightarrow 00{:}16{:}47.945$ those are the types of educators who

NOTE Confidence: 0.9357487

 $00{:}16{:}47.945 \dashrightarrow 00{:}16{:}49.810$ know everything about their team.

- NOTE Confidence: 0.9357487
- 00:16:49.810 --> 00:16:51.290 They bring Donuts every morning.

 $00:16:51.290 \rightarrow 00:16:53.588$ Everybody loves them, but they're they're,

NOTE Confidence: 0.9357487

 $00:16:53.590 \longrightarrow 00:16:54.990$ they don't ask much of the team.

NOTE Confidence: 0.9357487

 $00:16:54.990 \rightarrow 00:16:56.910$ They're not really asking them to

NOTE Confidence: 0.9357487

 $00{:}16{:}56{.}910 \dashrightarrow 00{:}16{:}58{.}550$ participate in their education there.

NOTE Confidence: 0.9357487

00:16:58.550 --> 00:16:59.270 Again,

NOTE Confidence: 0.9357487

 $00:16:59.270 \longrightarrow 00:17:01.430$ spoon feeding information,

NOTE Confidence: 0.9357487

 $00:17:01.430 \longrightarrow 00:17:02.486$ They're sort of doing as much

NOTE Confidence: 0.9357487

 $00{:}17{:}02.486 \dashrightarrow 00{:}17{:}03.430$ as they can for them,

NOTE Confidence: 0.9357487

 $00:17:03.430 \longrightarrow 00:17:05.229$ but they're not helping their learners grow.

NOTE Confidence: 0.9357487

 $00{:}17{:}05{.}230 \dashrightarrow 00{:}17{:}07{.}425$ And that's really an important

NOTE Confidence: 0.9357487

 $00{:}17{:}07{.}425 \dashrightarrow 00{:}17{:}10{.}150$ part of what educators need to do.

NOTE Confidence: 0.9357487

 $00:17:10.150 \longrightarrow 00:17:11.882$ This group down here,

NOTE Confidence: 0.9357487

 $00{:}17{:}11.882 \dashrightarrow 00{:}17{:}14.070$ the abdicators don't offer much support.

NOTE Confidence: 0.9357487

 $00:17:14.070 \rightarrow 00:17:16.670$ They don't really know their team that well.

00:17:16.670 --> 00:17:18.861 I think of this as sort of

NOTE Confidence: 0.9357487

00:17:18.861 --> 00:17:20.400 the absent attendings and they

NOTE Confidence: 0.9357487

 $00:17:20.400 \longrightarrow 00:17:21.600$ don't challenge them either.

NOTE Confidence: 0.9357487

 $00:17:21.600 \longrightarrow 00:17:23.400$ So they're not asking a lot.

NOTE Confidence: 0.9357487

00:17:23.400 --> 00:17:25.760 They're not, they're not really,

NOTE Confidence: 0.9357487

 $00:17:25.760 \longrightarrow 00:17:26.368$ you know,

NOTE Confidence: 0.9357487

 $00:17:26.368 \rightarrow 00:17:27.888$ having them participate in their

NOTE Confidence: 0.9357487

 $00{:}17{:}27.888 \dashrightarrow 00{:}17{:}29.556$ education and that they just don't

NOTE Confidence: 0.9357487

 $00{:}17{:}29.556 \dashrightarrow 00{:}17{:}31.194$ get to know the team very much.

NOTE Confidence: 0.9357487

 $00:17:31.200 \rightarrow 00:17:33.360$ That creates a culture of apathy.

NOTE Confidence: 0.9357487

 $00:17:33.360 \dashrightarrow 00:17:35.761$ We've all had tonnings like that I'm NOTE Confidence: 0.9357487

00:17:35.761 --> 00:17:38.750 sure and and we all know sort of how NOTE Confidence: 0.9357487

 $00:17:38.750 \longrightarrow 00:17:41.130$ demoralizing it is to work with them.

NOTE Confidence: 0.9357487

00:17:41.130 - 00:17:44.130 And then the dominator quadrant,

NOTE Confidence: 0.9357487

 $00{:}17{:}44.130 \dashrightarrow 00{:}17{:}46.770$ this was a favorite when I was resident.

NOTE Confidence: 0.9357487

 $00:17:46.770 \longrightarrow 00:17:48.342$ These are high challenge,

- NOTE Confidence: 0.9357487
- $00{:}17{:}48{.}342 \dashrightarrow 00{:}17{:}49{.}128$ low support
- NOTE Confidence: 0.9344739
- $00:17:49.130 \longrightarrow 00:17:51.446$ ask a lot of their teams.
- NOTE Confidence: 0.9344739
- $00:17:51.450 \longrightarrow 00:17:53.706$ They, they pimp as we used to say
- NOTE Confidence: 0.9344739
- $00{:}17{:}53.706 \dashrightarrow 00{:}17{:}55.985$ on rounds all the time and they're
- NOTE Confidence: 0.9344739
- $00{:}17{:}55{.}985 \dashrightarrow 00{:}17{:}57{.}944$ but they don't really get to
- NOTE Confidence: 0.9344739
- $00:17:57.944 \rightarrow 00:18:00.124$ know who you are or ask you know,
- NOTE Confidence: 0.9344739
- $00{:}18{:}00{.}124 \dashrightarrow 00{:}18{:}01{.}909$ really understand what your needs
- NOTE Confidence: 0.9344739
- $00{:}18{:}01{.}909 \dashrightarrow 00{:}18{:}05{.}150$ are as a learner and that creates
- NOTE Confidence: 0.9344739
- $00:18:05.150 \longrightarrow 00:18:07.175$ unfortunately a culture of fear.
- NOTE Confidence: 0.9344739
- 00:18:07.180 --> 00:18:10.784 So where we hope every one ends up is
- NOTE Confidence: 0.9344739
- 00:18:10.784 --> 00:18:12.632 up here in this Liberator quadrant
- NOTE Confidence: 0.9344739
- 00:18:12.632 --> 00:18:14.524 where you're giving a lot of support
- NOTE Confidence: 0.9344739
- $00{:}18{:}14{.}524 \dashrightarrow 00{:}18{:}15{.}860$ and you're challenging your team.
- NOTE Confidence: 0.9344739
- 00:18:15.860 --> 00:18:17.134 So you know who your team is.
- NOTE Confidence: 0.9344739
- $00:18:17.140 \longrightarrow 00:18:18.328$ You've established a really
- NOTE Confidence: 0.9344739

- $00:18:18.328 \longrightarrow 00:18:19.219$ great learning climate.
- NOTE Confidence: 0.9344739
- $00:18:19.220 \rightarrow 00:18:22.460$ You are getting to know them individually,
- NOTE Confidence: 0.9344739
- $00:18:22.460 \longrightarrow 00:18:23.580$ what their needs are,
- NOTE Confidence: 0.9344739
- $00:18:23.580 \longrightarrow 00:18:25.422$ who they are, what they want.
- NOTE Confidence: 0.9344739
- $00{:}18{:}25{.}422 \dashrightarrow 00{:}18{:}27{.}426$ And you're asking them to be
- NOTE Confidence: 0.9344739
- $00{:}18{:}27{.}426 \dashrightarrow 00{:}18{:}28{.}938$ participants in their education.
- NOTE Confidence: 0.9344739
- $00:18:28.940 \longrightarrow 00:18:30.380$ You're challenging them to
- NOTE Confidence: 0.9344739
- $00:18:30.380 \longrightarrow 00:18:31.820$ push themselves to learn,
- NOTE Confidence: 0.9344739
- $00{:}18{:}31{.}820 \dashrightarrow 00{:}18{:}35{.}072$ to grow and that really creates
- NOTE Confidence: 0.9344739
- $00:18:35.072 \rightarrow 00:18:37.240$ that culture of empowerment.
- NOTE Confidence: 0.9344739
- $00{:}18{:}37{.}240 \dashrightarrow 00{:}18{:}37{.}786$ So with that,
- NOTE Confidence: 0.9344739
- $00:18:37.786 \longrightarrow 00:18:39.060$ I'm going to turn it back over
- NOTE Confidence: 0.9344739
- 00:18:39.107 --> 00:18:40.612 to Vinny and he's going to talk
- NOTE Confidence: 0.9344739
- $00:18:40.612 \longrightarrow 00:18:41.680$ about challenges and barriers.
- NOTE Confidence: 0.92573875
- $00{:}18{:}42.720 \dashrightarrow 00{:}18{:}44.880$ Okay, thanks, Shona.
- NOTE Confidence: 0.92573875
- 00:18:44.880 --> 00:18:48.000 So Shona outlined all the kind of the,

- NOTE Confidence: 0.92573875
- $00:18:48.000 \rightarrow 00:18:51.648$ the specific aspects of the of delivering

00:18:51.648 --> 00:18:53.600 the positive learning climate.

NOTE Confidence: 0.92573875

 $00:18:53.600 \rightarrow 00:18:55.724$ We all recognize in the practical

NOTE Confidence: 0.92573875

 $00:18:55.724 \rightarrow 00:18:57.583$ setting that there are many

NOTE Confidence: 0.92573875

 $00{:}18{:}57{.}583 \dashrightarrow 00{:}18{:}59{.}857$ challenges and barriers that we face.

NOTE Confidence: 0.92573875

 $00:18:59.860 \longrightarrow 00:19:01.484$ First is the overcrowded

NOTE Confidence: 0.92573875

00:19:01.484 --> 00:19:02.296 clinical environment,

NOTE Confidence: 0.92573875

 $00:19:02.300 \longrightarrow 00:19:03.740$ whether it be the ambulatory

NOTE Confidence: 0.92573875

 $00{:}19{:}03.740 \dashrightarrow 00{:}19{:}05.180$ setting or the inpatient setting.

NOTE Confidence: 0.92573875

 $00:19:05.180 \longrightarrow 00:19:06.896$ We all recognize this.

NOTE Confidence: 0.92573875

 $00:19:06.896 \longrightarrow 00:19:09.041$ There are patients and being

NOTE Confidence: 0.92573875

00:19:09.041 $\operatorname{-->}$ 00:19:10.852 transported back and forth and

NOTE Confidence: 0.92573875

 $00{:}19{:}10.852 \dashrightarrow 00{:}19{:}13.620$ there are RT's being called and

NOTE Confidence: 0.92573875

 $00{:}19{:}13.620 \dashrightarrow 00{:}19{:}15.768$ there are family members who come

NOTE Confidence: 0.92573875

 $00{:}19{:}15.768 \dashrightarrow 00{:}19{:}18.246$ in and ask questions and there's a

 $00:19:18.246 \rightarrow 00:19:20.521$ lot of busyness in the hallways and

NOTE Confidence: 0.92573875

 $00{:}19{:}20.590 \dashrightarrow 00{:}19{:}22.774$ in the and in the hospital rooms.

NOTE Confidence: 0.92573875

00:19:22.780 --> 00:19:25.665 So it ends up being a very challenging

NOTE Confidence: 0.92573875

 $00{:}19{:}25.665 \dashrightarrow 00{:}19{:}28.155$ environment often to to teach in.

NOTE Confidence: 0.92573875

00:19:28.160 --> 00:19:30.384 Second is of course our clinical

NOTE Confidence: 0.92573875

 $00:19:30.384 \rightarrow 00:19:32.504$ workload and service commitments overall

NOTE Confidence: 0.92573875

 $00{:}19{:}32{.}504 \dashrightarrow 00{:}19{:}35{.}035$ that there's so many expectations of

NOTE Confidence: 0.92573875

 $00{:}19{:}35{.}035 \dashrightarrow 00{:}19{:}37{.}340$ us as attendings that challenge the time,

NOTE Confidence: 0.92573875

 $00{:}19{:}37{.}340 \dashrightarrow 00{:}19{:}38{.}765$ there's only a certain amount

NOTE Confidence: 0.92573875

 $00:19:38.765 \longrightarrow 00:19:40.122$ of time in a day, right.

NOTE Confidence: 0.92573875

 $00{:}19{:}40{.}122 \dashrightarrow 00{:}19{:}41{.}732$ And that we have commitments

NOTE Confidence: 0.92573875

 $00:19:41.732 \rightarrow 00:19:43.959$ outside even in the attending time,

NOTE Confidence: 0.92573875

 $00:19:43.960 \longrightarrow 00:19:44.323$ right.

NOTE Confidence: 0.92573875

 $00{:}19{:}44{.}323 \dashrightarrow 00{:}19{:}45{.}775$ We're constantly getting emailed

NOTE Confidence: 0.92573875

 $00{:}19{:}45{.}775 \dashrightarrow 00{:}19{:}47{.}590$ and text messages about things

NOTE Confidence: 0.92573875

 $00:19:47.648 \longrightarrow 00:19:49.308$ and other programs and other

 $00:19:49.308 \longrightarrow 00:19:50.636$ responsibilities that we have

NOTE Confidence: 0.92573875

 $00:19:50.636 \longrightarrow 00:19:52.438$ while we are on the wards or in

NOTE Confidence: 0.92573875

 $00:19:52.438 \rightarrow 00:19:55.168$ the clinic in a teaching setting.

NOTE Confidence: 0.92573875

 $00:19:55.170 \longrightarrow 00:19:57.228$ Third is that often we don't

NOTE Confidence: 0.92573875

 $00{:}19{:}57{.}228 \dashrightarrow 00{:}19{:}59{.}018$ define exactly what the learner

NOTE Confidence: 0.92573875

 $00{:}19{:}59{.}018 \dashrightarrow 00{:}20{:}01{.}461$ needs are and this is a critical

NOTE Confidence: 0.92573875

 $00{:}20{:}01{.}461 \dashrightarrow 00{:}20{:}03{.}683$ component as was addressed by Shona.

NOTE Confidence: 0.92573875

 $00:20:03.683 \rightarrow 00:20:06.160$ And we don't necessarily have them state

NOTE Confidence: 0.92573875

 $00{:}20{:}06{.}160 \dashrightarrow 00{:}20{:}07{.}690$ what their goals and objectives are.

NOTE Confidence: 0.92573875

00:20:07.690 - 00:20:09.730 So that's why these are critical

NOTE Confidence: 0.92573875

 $00{:}20{:}09{.}730 \dashrightarrow 00{:}20{:}11.685$ aspects to the to establishing

NOTE Confidence: 0.92573875

 $00{:}20{:}11.685 \dashrightarrow 00{:}20{:}13.249$ the positive learning climate.

NOTE Confidence: 0.9266196

 $00:20:15.330 \rightarrow 00:20:16.642$ Additionally, the actual physical

NOTE Confidence: 0.9266196

 $00{:}20{:}16.642 \dashrightarrow 00{:}20{:}19.409$ space that we have is is very limited.

NOTE Confidence: 0.9266196

 $00:20:19.410 \longrightarrow 00:20:21.300$ We all scramble around for

 $00{:}20{:}21{.}300 \dashrightarrow 00{:}20{:}23{.}190$ conference rooms in the a mateur

NOTE Confidence: 0.9266196

 $00{:}20{:}23{.}261 \dashrightarrow 00{:}20{:}25{.}398$ setting or in the OR on the wards.

NOTE Confidence: 0.9266196

 $00:20:25.398 \longrightarrow 00:20:27.140$ That is often, you know,

NOTE Confidence: 0.9266196

 $00:20:27.140 \rightarrow 00:20:30.050$ competing needs for that same space.

NOTE Confidence: 0.9266196

 $00:20:30.050 \rightarrow 00:20:32.150$ So just having a place where you

NOTE Confidence: 0.9266196

 $00:20:32.150 \longrightarrow 00:20:34.239$ can gather even for 1/2 an hour

NOTE Confidence: 0.9266196

 $00:20:34.239 \longrightarrow 00:20:35.925$ to talk is often a challenge.

NOTE Confidence: 0.9266196

 $00:20:35.930 \longrightarrow 00:20:38.420$ There's time limitations.

NOTE Confidence: 0.9266196

 $00{:}20{:}38{.}420 \dashrightarrow 00{:}20{:}41{.}268$ There's always the need for admitting

NOTE Confidence: 0.9266196

 $00:20:41.268 \rightarrow 00:20:42.753$ new patients or discharging patients,

NOTE Confidence: 0.9266196

 $00{:}20{:}42{.}760 \dashrightarrow 00{:}20{:}44{.}741$ or family meetings or meeting with nurses

NOTE Confidence: 0.9266196

 $00{:}20{:}44.741 \dashrightarrow 00{:}20{:}47.478$ and P SMS on the floor meeting with clinic.

NOTE Confidence: 0.9266196

 $00{:}20{:}47{.}480 \dashrightarrow 00{:}20{:}51{.}672$ Managers and people have very

NOTE Confidence: 0.9266196

 $00{:}20{:}51{.}672 \dashrightarrow 00{:}20{:}54{.}840$ complicated lives on a daily basis,

NOTE Confidence: 0.9266196

 $00:20:54.840 \rightarrow 00:20:58.600$ and time is one of those major limitations.

NOTE Confidence: 0.9266196

 $00:20:58.600 \rightarrow 00:20:59.068$ Additionally,

 $00{:}20{:}59{.}068 \dashrightarrow 00{:}21{:}01{.}408$ faculty and learner attitudes towards

NOTE Confidence: 0.9266196

 $00{:}21{:}01{.}408 \dashrightarrow 00{:}21{:}03{.}976$ what education should be is often

NOTE Confidence: 0.9266196

00:21:03.976 --> 00:21:06.064 variable and this remains a challenge

NOTE Confidence: 0.9266196

 $00{:}21{:}06.064 \dashrightarrow 00{:}21{:}08.417$ as well as the overall institutional

NOTE Confidence: 0.9266196

 $00{:}21{:}08{.}417 \dashrightarrow 00{:}21{:}10{.}782$ support at the section you work in,

NOTE Confidence: 0.9266196

 $00{:}21{:}10.782 \dashrightarrow 00{:}21{:}12.247$ at the department you work

NOTE Confidence: 0.9266196

 $00:21:12.247 \rightarrow 00:21:13.888$ in and within the school,

NOTE Confidence: 0.9266196

 $00:21:13.890 \longrightarrow 00:21:15.600$ different people come in with

NOTE Confidence: 0.9266196

 $00:21:15.600 \longrightarrow 00:21:17.310$ different levels of support for

NOTE Confidence: 0.9266196

 $00:21:17.373 \rightarrow 00:21:19.168$ different aspects of their jobs.

NOTE Confidence: 0.9266196

 $00:21:19.170 \longrightarrow 00:21:22.061$ So that some people have more time

NOTE Confidence: 0.9266196

 $00{:}21{:}22.061 \dashrightarrow 00{:}21{:}23.450$ and availability because they're

NOTE Confidence: 0.9266196

 $00:21:23.450 \longrightarrow 00:21:24.570$ supported to do that,

NOTE Confidence: 0.9266196

 $00{:}21{:}24{.}570 \dashrightarrow 00{:}21{:}26{.}310$ other people do not.

NOTE Confidence: 0.9266196

 $00{:}21{:}26{.}310 \dashrightarrow 00{:}21{:}28{.}485$ And therefore this can impact

 $00:21:28.490 \rightarrow 00:21:31.102$ their overall learning climate.

NOTE Confidence: 0.9266196

00:21:31.102 --> 00:21:32.408 Next slide.

NOTE Confidence: 0.9266196

 $00:21:32.410 \longrightarrow 00:21:34.181$ So I think what we're going to

NOTE Confidence: 0.9266196

00:21:34.181 --> 00:21:36.457 do is discuss now two cases and

NOTE Confidence: 0.9266196

00:21:36.457 --> 00:21:38.602 identify behaviors in those cases

NOTE Confidence: 0.9266196

 $00{:}21{:}38{.}602 \dashrightarrow 00{:}21{:}41{.}048$ and small group settings where NOTE Confidence: 0.9266196

 $00:21:41.050 \longrightarrow 00:21:42.778$ that contribute to either a good

NOTE Confidence: 0.9266196

 $00:21:42.778 \longrightarrow 00:21:44.490$ or a poor learning climate.

NOTE Confidence: 0.9266196

 $00{:}21{:}44{.}490 \dashrightarrow 00{:}21{:}46{.}170$ So that's showing it.

NOTE Confidence: 0.9266196

 $00{:}21{:}46.170 \dashrightarrow 00{:}21{:}48.249$ Now to start with the first case

NOTE Confidence: 0.9266196

00:21:48.249 --> 00:21:50.660 that I can read and then I think

NOTE Confidence: 0.9266196

00:21:50.660 --> 00:21:53.009 she will break us up into groups,

NOTE Confidence: 0.9293474

 $00{:}21{:}53.490 \dashrightarrow 00{:}21{:}55.744$ yes. So just a little bit of

NOTE Confidence: 0.9293474

 $00:21:55.744 \longrightarrow 00:21:57.289$ instruction before we do this.

NOTE Confidence: 0.9293474

 $00{:}21{:}57{.}290 \dashrightarrow 00{:}21{:}59{.}005$ Vinny will read the case to you.

NOTE Confidence: 0.9293474

 $00:21:59.010 \longrightarrow 00:22:01.326$ There's going to be two cases.

- NOTE Confidence: 0.9293474
- $00{:}22{:}01{.}330 \dashrightarrow 00{:}22{:}04{.}338$ Both of them have both good and bad

 $00:22:04.338 \rightarrow 00:22:06.889$ aspects of the learning climate.

NOTE Confidence: 0.9293474

 $00:22:06.890 \rightarrow 00:22:10.376$ So as you're reading the cases,

NOTE Confidence: 0.9293474

 $00:22:10.380 \longrightarrow 00:22:12.384$ take notes on what you see

NOTE Confidence: 0.9293474

 $00:22:12.384 \longrightarrow 00:22:15.194$ as as both either good or bad

NOTE Confidence: 0.9293474

 $00:22:15.194 \rightarrow 00:22:17.058$ components of learning climate.

NOTE Confidence: 0.9293474

 $00:22:17.060 \longrightarrow 00:22:18.925$ We'll break you out then

NOTE Confidence: 0.9293474

 $00:22:18.925 \longrightarrow 00:22:19.832$ into breakout groups.

NOTE Confidence: 0.9293474

 $00:22:19.832 \longrightarrow 00:22:21.694$ They'll be about 8 to 9 people.

NOTE Confidence: 0.9293474

 $00:22:21.700 \longrightarrow 00:22:24.160$ Vinny and I will not join

NOTE Confidence: 0.9293474

 $00{:}22{:}24.160 \dashrightarrow 00{:}22{:}26.068$ our rooms and I guess Janet,

NOTE Confidence: 0.9293474

 $00{:}22{:}26.068 \dashrightarrow 00{:}22{:}27.428$ etcetera can decide whether they

NOTE Confidence: 0.9293474

 $00:22:27.428 \longrightarrow 00:22:29.014$ want to pop into a room or not.

NOTE Confidence: 0.9293474

 $00{:}22{:}29{.}020 \dashrightarrow 00{:}22{:}31{.}253$ So they should be about between five

NOTE Confidence: 0.9293474

 $00{:}22{:}31{.}253 \dashrightarrow 00{:}22{:}33{.}383$ to seven people in each room to

 $00{:}22{:}33{.}383 \dashrightarrow 00{:}22{:}35{.}709$ discuss and then we will come back and

NOTE Confidence: 0.9293474

 $00:22:35.709 \rightarrow 00:22:38.117$ talk about it briefly as a larger group.

NOTE Confidence: 0.9293474

00:22:38.120 --> 00:22:40.235 So let me know if you have any questions.

NOTE Confidence: 0.9293474

 $00{:}22{:}40{.}240 \dashrightarrow 00{:}22{:}42{.}004$ I'm having a trouble seeing the chat

NOTE Confidence: 0.9293474

 $00{:}22{:}42.004 \dashrightarrow 00{:}22{:}43.559$ and doing everything at the same time.

NOTE Confidence: 0.9293474

 $00:22:43.560 \longrightarrow 00:22:45.478$ So unmute if you have a question

NOTE Confidence: 0.9293474

 $00:22:45.478 \longrightarrow 00:22:47.440$ about any of this as we go along

NOTE Confidence: 0.93647724

 $00{:}22{:}50{.}040 \dashrightarrow 00{:}22{:}52{.}880$ Okay. So the first case your

NOTE Confidence: 0.93647724

 $00{:}22{:}52{.}880 \dashrightarrow 00{:}22{:}55{.}240$ in patient team is post call

NOTE Confidence: 0.93647724

 $00{:}22{:}55{.}240 \dashrightarrow 00{:}22{:}56{.}890$ gathered in the conference room to

NOTE Confidence: 0.93647724

 $00{:}22{:}56.890 \dashrightarrow 00{:}22{:}58.560$ hear about the overnight admissions.

NOTE Confidence: 0.93647724

 $00{:}22{:}58{.}560 \dashrightarrow 00{:}22{:}59{.}946$ It's your first day as attending

NOTE Confidence: 0.93647724

 $00:22:59.946 \longrightarrow 00:23:01.154$ and the residents, interns,

NOTE Confidence: 0.93647724

 $00:23:01.154 \rightarrow 00:23:03.210$ and students are waiting.

NOTE Confidence: 0.93647724

 $00{:}23{:}03{.}210 \dashrightarrow 00{:}23{:}05{.}568$ Faculty member quote Sorry I'm late.

NOTE Confidence: 0.93647724

 $00{:}23{:}05{.}570 \dashrightarrow 00{:}23{:}06{.}886$ I wasn't supposed to attend this block,

- NOTE Confidence: 0.93647724
- $00{:}23{:}06{.}890 \dashrightarrow 00{:}23{:}08{.}850$ but there was a last minute switch.

00:23:08.850 --> 00:23:10.327 I found out about two days ago.

NOTE Confidence: 0.93647724

 $00:23:10.330 \longrightarrow 00:23:11.863$ It's not going to be easy for

NOTE Confidence: 0.93647724

00:23:11.863 - 00:23:13.374 me to get here by 7:30 AM.

NOTE Confidence: 0.93647724

00:23:13.374 - > 00:23:15.490 I have to drop my son off at daycare.

NOTE Confidence: 0.93647724

 $00:23:15.490 \rightarrow 00:23:19.249$ Early resident quote, we have 4 overnights,

NOTE Confidence: 0.93647724

00:23:19.250 --> 00:23:23.050 2 unit transfers, faculty okay.

NOTE Confidence: 0.93647724

00:23:23.050 - 00:23:24.604 Doesn't that take us over the cap?

NOTE Confidence: 0.93647724

 $00{:}23{:}24.610 \dashrightarrow 00{:}23{:}27.809$ Resident No. We cap attempt for intern.

NOTE Confidence: 0.93647724

00:23:27.810 --> 00:23:28.674 Faculty okay. Well,

NOTE Confidence: 0.93647724

 $00{:}23{:}28.674 \dashrightarrow 00{:}23{:}31.190$ I have a research team meeting at 9:00 AM,

NOTE Confidence: 0.93647724

 $00{:}23{:}31{.}190 \dashrightarrow 00{:}23{:}32{.}590$ so let's just hear about the overnights.

NOTE Confidence: 0.93647724

 $00:23:32.590 \longrightarrow 00:23:34.470$ Now you guys can call,

NOTE Confidence: 0.93647724

 $00{:}23{:}34{.}470 \dashrightarrow 00{:}23{:}36{.}426$ call me around on your can,

NOTE Confidence: 0.93647724

00:23:36.430 --> 00:23:37.846 round on your own,

 $00:23:37.846 \rightarrow 00:23:40.350$ and I'll catch up later with you.

NOTE Confidence: 0.93647724

 $00{:}23{:}40{.}350 \dashrightarrow 00{:}23{:}42{.}470$ Next slide, the resident presents

NOTE Confidence: 0.93647724

 $00:23:42.470 \longrightarrow 00:23:44.590$ patient with communic acquired pneumonia.

NOTE Confidence: 0.93647724

 $00:23:44.590 \longrightarrow 00:23:46.500$ The faculty responds to text

NOTE Confidence: 0.93647724

 $00{:}23{:}46{.}500 \dashrightarrow 00{:}23{:}48{.}028$ message during the presentation.

NOTE Confidence: 0.93647724

 $00{:}23{:}48.030 \dashrightarrow 00{:}23{:}49.630$ Faculty then during the

NOTE Confidence: 0.93647724

 $00:23:49.630 \longrightarrow 00:23:50.430$ resident presentation.

NOTE Confidence: 0.93647724

 $00:23:50.430 \rightarrow 00:23:52.870$ I'm not sure why this patient was admitted.

NOTE Confidence: 0.93647724

 $00{:}23{:}52{.}870 \dashrightarrow 00{:}23{:}54{.}958$ Interns, what are the criteria for

NOTE Confidence: 0.93647724

 $00:23:54.958 \rightarrow 00:23:56.350$ admission for communicoid pneumonia?

NOTE Confidence: 0.93647724

 $00{:}23{:}56{.}350 \dashrightarrow 00{:}23{:}57{.}822$ There's no immediate response.

NOTE Confidence: 0.93647724

 $00:23:57.822 \rightarrow 00:23:59.294$ So the faculty continues,

NOTE Confidence: 0.93647724

00:23:59.300 --> 00:24:01.748 students, one of the most common

NOTE Confidence: 0.93647724

00:24:01.748 --> 00:24:03.380 causes of communicator pneumonia.

NOTE Confidence: 0.93647724

 $00:24:03.380 \longrightarrow 00:24:04.538$ Interns and students,

NOTE Confidence: 0.93647724

 $00:24:04.538 \longrightarrow 00:24:05.696$ think about responses.

- NOTE Confidence: 0.93647724
- 00:24:05.700 --> 00:24:06.095 Faculty,
- NOTE Confidence: 0.93647724
- $00:24:06.095 \longrightarrow 00:24:07.280$ come on guys,
- NOTE Confidence: 0.93647724
- $00:24:07.280 \longrightarrow 00:24:09.780$ you got to know this next slide.
- NOTE Confidence: 0.9318373
- 00:24:10.860 --> 00:24:13.120 I think that's it. Yes, okay.
- NOTE Confidence: 0.9318373
- $00{:}24{:}13.120 \dashrightarrow 00{:}24{:}15.500$ So I'm going to put every body into
- NOTE Confidence: 0.9318373
- $00:24:17.900 \longrightarrow 00:24:19.184$ into a breakout room.
- NOTE Confidence: 0.9318373
- $00:24:19.184 \longrightarrow 00:24:21.110$ We will be in breakout rooms
- NOTE Confidence: 0.9318373
- $00{:}24{:}21.182 \dashrightarrow 00{:}24{:}24.480$ for seven minutes, I think.
- NOTE Confidence: 0.9318373
- $00{:}24{:}24{.}480 \dashrightarrow 00{:}24{:}25{.}160$ I think of the timing.
- NOTE Confidence: 0.9318373
- 00:24:25.160 --> 00:24:27.596 Yeah, 7 minutes seems about right.
- NOTE Confidence: 0.9318373
- $00:24:27.600 \longrightarrow 00:24:28.320$ So I'll set a timer.
- NOTE Confidence: 0.9318373
- $00{:}24{:}28{.}320 \dashrightarrow 00{:}24{:}29{.}864$ I'll bring everybody back.
- NOTE Confidence: 0.9318373
- $00{:}24{:}29{.}864 \dashrightarrow 00{:}24{:}31{.}794$ You'll have some warning before
- NOTE Confidence: 0.9318373
- $00{:}24{:}31{.}794 \dashrightarrow 00{:}24{:}33{.}959$ we come back into the room and
- NOTE Confidence: 0.9318373
- $00{:}24{:}33{.}960 \dashrightarrow 00{:}24{:}35{.}432$ just discuss amongst yourselves
- NOTE Confidence: 0.9318373

- $00:24:35.432 \rightarrow 00:24:37.533$ what you saw maybe or examples
- NOTE Confidence: 0.9318373
- $00:24:37.533 \longrightarrow 00:24:38.798$ of good and poor learning,
- NOTE Confidence: 0.9318373
- $00{:}24{:}38{.}800 \dashrightarrow 00{:}24{:}41{.}518$ climate, climate strategies.
- NOTE Confidence: 0.9318373
- 00:24:41.520 --> 00:24:42.320 And now
- NOTE Confidence: 0.9321171
- $00{:}24{:}44{.}960 \dashrightarrow 00{:}24{:}45{.}520$ you go
- NOTE Confidence: 0.9336903
- $00:24:56.900 \rightarrow 00:24:59.216$ about 5 seconds. Everybody should reappear.
- NOTE Confidence: 0.9336903
- $00:25:09.520 \longrightarrow 00:25:11.104$ Not fair. We were having so
- NOTE Confidence: 0.9336903
- 00:25:11.104 --> 00:25:13.600 much fun in our group. Yeah,
- NOTE Confidence: 0.9336903
- $00{:}25{:}13.600 \dashrightarrow 00{:}25{:}15.280$ dragged us back too quickly.
- NOTE Confidence: 0.9336903
- $00{:}25{:}16.520 \dashrightarrow 00{:}25{:}19.800$ Agreed. Agreed. We can.
- NOTE Confidence: 0.9336903
- $00:25:19.800 \longrightarrow 00:25:21.186$ We can give you guys a little
- NOTE Confidence: 0.9336903
- $00:25:21.186 \longrightarrow 00:25:22.239$ longer for the next one.
- NOTE Confidence: 0.91671103
- 00:25:31.460 --> 00:25:33.090 All right. We should have everybody
- NOTE Confidence: 0.91671103
- 00:25:33.090 --> 00:25:34.860 back now. So, Vinny, if you want
- NOTE Confidence: 0.91671103
- 00:25:34.980 --> 00:25:38.305 to. OK. All right. So welcome back
- NOTE Confidence: 0.91671103
- $00:25:38.305 \longrightarrow 00:25:41.380$ for a quick debrief on the case.

- NOTE Confidence: 0.91671103
- $00:25:41.380 \longrightarrow 00:25:43.179$ So I guess we could start with
- NOTE Confidence: 0.91671103
- $00{:}25{:}43.180 \dashrightarrow 00{:}25{:}45.610$ what aspects of the case do
- NOTE Confidence: 0.91671103
- $00:25:45.610 \longrightarrow 00:25:48.060$ you think the faculty did well?
- NOTE Confidence: 0.90736943
- $00{:}25{:}51{.}730 \dashrightarrow 00{:}25{:}56{.}290$ He showed up. He was there in person. OK,
- NOTE Confidence: 0.90736943
- $00:25:57.410 \longrightarrow 00:25:58.770$ that's that's a start, right?
- NOTE Confidence: 0.90736943
- 00:25:59.330 --> 00:26:01.250 Yep. He did challenge
- NOTE Confidence: 0.90736943
- $00:26:01.250 \longrightarrow 00:26:02.690$ the young professionals,
- NOTE Confidence: 0.90736943
- $00:26:02.690 \longrightarrow 00:26:03.848$ asking them questions.
- NOTE Confidence: 0.90736943
- 00:26:04.690 --> 00:26:07.930 OK, Anything else
- NOTE Confidence: 0.90736943
- 00:26:09.810 --> 00:26:12.770 you apologize for being late? OK.
- NOTE Confidence: 0.90736943
- $00:26:17.450 \longrightarrow 00:26:18.250$ Anything else?
- NOTE Confidence: 0.93882614
- $00{:}26{:}19{.}310 \dashrightarrow 00{:}26{:}21{.}206$ So one thing we think that the person
- NOTE Confidence: 0.93882614
- 00:26:21.206 --> 00:26:23.830 didn't do terribly well but but could
- NOTE Confidence: 0.93882614
- $00{:}26{:}23.830 \dashrightarrow 00{:}26{:}26.002$ have been a positive was acknowledging
- NOTE Confidence: 0.93882614
- $00{:}26{:}26{.}002 \dashrightarrow 00{:}26{:}28{.}030$ some of the challenges that were
- NOTE Confidence: 0.93882614

 $00:26:28.030 \rightarrow 00:26:29.455$ going on that particular morning.

NOTE Confidence: 0.93882614

 $00{:}26{:}29{.}455 \dashrightarrow 00{:}26{:}31{.}285$ And so I think it's helpful

NOTE Confidence: 0.93882614

 $00:26:31.285 \longrightarrow 00:26:32.790$ for trainees to see that,

NOTE Confidence: 0.93882614

 $00:26:32.790 \rightarrow 00:26:34.030$ although I don't know that this faculty

NOTE Confidence: 0.93882614

00:26:34.030 --> 00:26:37.963 member made the most of putting some

NOTE Confidence: 0.93882614

00:26:37.963 --> 00:26:40.310 structure to that to make it not chaotic.

NOTE Confidence: 0.93882614

00:26:41.790 --> 00:26:41.870 All

NOTE Confidence: 0.93882614

00:26:44.030 --> 00:26:48.151 right. Anyone else have any other positive

NOTE Confidence: 0.93882614

 $00{:}26{:}48{.}151 \dashrightarrow 00{:}26{:}50{.}319$ things that the faculty member did to add NOTE Confidence: 0.92852986

 $00{:}26{:}52{.}720 \dashrightarrow 00{:}26{:}55{.}653$ Okay? How about the things that the

NOTE Confidence: 0.92852986

 $00{:}26{:}55{.}653 \dashrightarrow 00{:}26{:}58{.}520$ faculty member did that were not ideal?

NOTE Confidence: 0.92852986

00:27:00.480 --> 00:27:04.088 Essentially, learning is didn't

NOTE Confidence: 0.92852986

 $00{:}27{:}04.088 \dashrightarrow 00{:}27{:}07.696$ correlate with climate because

NOTE Confidence: 0.92852986

 $00{:}27{:}07.696 \dashrightarrow 00{:}27{:}10.600$ learning environment is always good.

NOTE Confidence: 0.92852986

 $00{:}27{:}12.840 \dashrightarrow 00{:}27{:}15.240$ Yeah, it's in the classroom, right.

NOTE Confidence: 0.93437904

 $00:27:15.980 \longrightarrow 00:27:17.180$ Well, when I when I told,

- NOTE Confidence: 0.93437904
- $00:27:17.180 \longrightarrow 00:27:18.140$ it's just a conference
- NOTE Confidence: 0.93437904
- $00:27:18.140 \longrightarrow 00:27:19.340$ room is what we're told.
- NOTE Confidence: 0.93437904
- $00:27:19.340 \longrightarrow 00:27:21.740$ Conference room in the.
- NOTE Confidence: 0.93437904
- 00:27:21.740 --> 00:27:24.098 So it's probably a computer room
- NOTE Confidence: 0.93437904
- $00{:}27{:}24.100 \dashrightarrow 00{:}27{:}26.338$ slash conference room on the wards.
- NOTE Confidence: 0.93437904
- $00{:}27{:}27{.}140 \dashrightarrow 00{:}27{:}28{.}236$ Yes. In the classroom,
- NOTE Confidence: 0.93437904
- $00:27:28.236 \longrightarrow 00:27:30.420$ in the lab or in a clinic.
- NOTE Confidence: 0.93437904
- $00:27:30.420 \rightarrow 00:27:34.260$ So there are low climates changing.
- NOTE Confidence: 0.93437904
- $00{:}27{:}34.260 \dashrightarrow 00{:}27{:}38.700$ Yes, yes, absolutely.
- NOTE Confidence: 0.93437904
- 00:27:38.700 --> 00:27:40.256 Anything else? People identified
- NOTE Confidence: 0.93437904
- $00:27:40.256 \longrightarrow 00:27:42.860$ that he didn't do well or he,
- NOTE Confidence: 0.93437904
- $00:27:42.860 \longrightarrow 00:27:43.856$ he or she didn't do well?
- NOTE Confidence: 0.92543066
- $00:27:44.250 \longrightarrow 00:27:45.786$ There's a degree of intimidation going
- NOTE Confidence: 0.92543066
- $00{:}27{:}45.786 \dashrightarrow 00{:}27{:}47.986$ on when he that sentence. Come on, guys.
- NOTE Confidence: 0.92543066
- $00{:}27{:}47{.}986 \dashrightarrow 00{:}27{:}49{.}602$ You know, you should know this.
- NOTE Confidence: 0.92543066

00:27:49.602 --> 00:27:51.330 I didn't think that was appropriate.

NOTE Confidence: 0.92543066

00:27:51.730 --> 00:27:55.080 OK, OK, So this was, you know,

NOTE Confidence: 0.92543066

00:27:55.080 - 00:27:56.490 first time you're meeting the team,

NOTE Confidence: 0.92543066

 $00:27:56.490 \longrightarrow 00:27:58.506$ first patient, you hear,

NOTE Confidence: 0.92543066

 $00{:}27{:}58{.}506 \dashrightarrow 00{:}28{:}01{.}026$ and you're already just showing

NOTE Confidence: 0.92543066

 $00{:}28{:}01{.}026 \dashrightarrow 00{:}28{:}02{.}734$ dissatisfaction with their lack

NOTE Confidence: 0.92543066

 $00:28:02.734 \longrightarrow 00:28:04.948$ of response to the questions.

NOTE Confidence: 0.92543066

00:28:04.948 --> 00:28:06.730 OK, All right, good.

NOTE Confidence: 0.92543066

 $00:28:06.730 \longrightarrow 00:28:07.370$ Anything else?

NOTE Confidence: 0.92543066

 $00:28:07.370 \longrightarrow 00:28:08.970$ How about the very beginning?

NOTE Confidence: 0.9278266

 $00:28:10.500 \longrightarrow 00:28:11.540$ So at the very beginning,

NOTE Confidence: 0.9278266

 $00:28:11.540 \rightarrow 00:28:13.893$ he sets the tone by not even asking, hey,

NOTE Confidence: 0.9278266

00:28:13.893 --> 00:28:16.380 how did things go or how are you guys doing?

NOTE Confidence: 0.9278266

 $00:28:16.380 \rightarrow 00:28:18.105$ Kind of acknowledging that they're

NOTE Confidence: 0.9278266

 $00{:}28{:}18.105 \dashrightarrow 00{:}28{:}20.847$ coming out of or ending a a night call

NOTE Confidence: 0.9278266

 $00:28:20.847 \rightarrow 00:28:23.033$ or a night shift and kind of trying to

- NOTE Confidence: 0.9278266
- $00:28:23.033 \longrightarrow 00:28:25.740$ to show a little bit of of empathy or

 $00:28:25.740 \rightarrow 00:28:28.020$ or learning where they're coming from.

NOTE Confidence: 0.9278266

 $00:28:28.020 \rightarrow 00:28:30.140$ He just kind of quickly went

NOTE Confidence: 0.9278266

00:28:30.140 --> 00:28:32.184 into sorry I'm late, you know,

NOTE Confidence: 0.9278266

00:28:32.184 --> 00:28:34.452 I'm going to be late, you know,

NOTE Confidence: 0.9278266

 $00:28:34.452 \longrightarrow 00:28:36.708$ almost like not not even asking

NOTE Confidence: 0.9278266

00:28:36.708 --> 00:28:38.618 who's present or who. You know,

NOTE Confidence: 0.9278266

00:28:38.618 --> 00:28:41.370 he didn't care about who was in the room,

NOTE Confidence: 0.9266351

00:28:41.810 --> 00:28:43.783 right. So there was no, there was no

NOTE Confidence: 0.9266351

00:28:43.783 --> 00:28:46.129 introduction of of the attending,

NOTE Confidence: 0.9266351

 $00:28:46.130 \longrightarrow 00:28:50.350$ no asking the names or the backgrounds

NOTE Confidence: 0.9266351

 $00{:}28{:}50{.}350 \dashrightarrow 00{:}28{:}52{.}878$ or anything of the of the team. Right.

NOTE Confidence: 0.9266351

 $00{:}28{:}52{.}878$ --> $00{:}28{:}56{.}074$ It was all about the attending, right.

NOTE Confidence: 0.9266351

 $00{:}28{:}56.074 \dashrightarrow 00{:}28{:}59.602$ The attending shows up and says about,

NOTE Confidence: 0.9266351

 $00{:}28{:}59{.}602 \dashrightarrow 00{:}29{:}01{.}949$ you know, how this was the last minute switch NOTE Confidence: 0.9266351

 $00:29:01.949 \rightarrow 00:29:03.649$ that they weren't supposed to be there,

NOTE Confidence: 0.9266351

 $00:29:03.650 \rightarrow 00:29:05.690$ that they can have a problem getting there.

NOTE Confidence: 0.9266351

 $00{:}29{:}05{.}690 \dashrightarrow 00{:}29{:}07{.}210$ It was all how this,

NOTE Confidence: 0.9266351

 $00{:}29{:}07{.}210 \dashrightarrow 00{:}29{:}09{.}555$ it was kind of interrupting their life

NOTE Confidence: 0.9266351

 $00:29:09.560 \rightarrow 00:29:11.720$ before anything happens on the team, right.

NOTE Confidence: 0.9266351

00:29:11.720 --> 00:29:13.848 And then asking about, you know,

NOTE Confidence: 0.9266351

 $00:29:13.848 \longrightarrow 00:29:14.768$ whether or not it's over

NOTE Confidence: 0.9266351

 $00:29:14.768 \longrightarrow 00:29:15.720$ the cap and you know,

NOTE Confidence: 0.9266351

 $00{:}29{:}15{.}720 \dashrightarrow 00{:}29{:}18{.}528$ did they require all these transfers

NOTE Confidence: 0.9266351

 $00{:}29{:}18.528 \dashrightarrow 00{:}29{:}21.508$ and all those kinds of kind of

NOTE Confidence: 0.9266351

 $00:29:21.508 \rightarrow 00:29:23.180$ administrative things that really

NOTE Confidence: 0.9266351

 $00{:}29{:}23{.}250 \dashrightarrow 00{:}29{:}25{.}990$ don't necessarily lend towards a

NOTE Confidence: 0.9266351

 $00:29:25.990 \rightarrow 00:29:27.634$ positive learning environment.

NOTE Confidence: 0.9266351

 $00:29:27.640 \rightarrow 00:29:30.250$ We're all the way the attending

NOTE Confidence: 0.9266351

00:29:30.250 --> 00:29:31.555 started the session.

NOTE Confidence: 0.9266351

 $00:29:31.560 \longrightarrow 00:29:34.368$ So those were all less than

- NOTE Confidence: 0.9266351
- $00:29:34.368 \longrightarrow 00:29:35.895$ optimal behaviors.
- NOTE Confidence: 0.9266351
- 00:29:35.895 --> 00:29:36.950 I
- NOTE Confidence: 0.93235487
- $00:29:36.950 \longrightarrow 00:29:37.889$ think it's simple.
- NOTE Confidence: 0.93235487
- $00:29:37.889 \longrightarrow 00:29:39.649$ If just say, how are you?
- NOTE Confidence: 0.93235487
- $00{:}29{:}39{.}649 \dashrightarrow 00{:}29{:}41{.}158$ How was call? I mean,
- NOTE Confidence: 0.93235487
- $00:29:41.158 \longrightarrow 00:29:42.716$ there was nothing, you know?
- NOTE Confidence: 0.93235487
- $00:29:42.716 \longrightarrow 00:29:44.031$ And if you're rounding with
- NOTE Confidence: 0.93235487
- $00{:}29{:}44.031 \dashrightarrow 00{:}29{:}45.390$ a team that's post call,
- NOTE Confidence: 0.93235487
- $00:29:45.390 \rightarrow 00:29:46.990$ most of them look like they're post call.
- NOTE Confidence: 0.93235487
- $00:29:46.990 \longrightarrow 00:29:50.210$ So just whether the guy or gal
- NOTE Confidence: 0.93235487
- $00:29:50.210 \longrightarrow 00:29:51.950$ is as empathetic as they come,
- NOTE Confidence: 0.93235487
- 00:29:51.950 --> 00:29:53.834 that intro would show no empathy
- NOTE Confidence: 0.93235487
- $00{:}29{:}53{.}834 \dashrightarrow 00{:}29{:}56{.}084$ toward this team that may have not
- NOTE Confidence: 0.93235487
- $00{:}29{:}56.084 \dashrightarrow 00{:}29{:}57.944$ gotten a minute's sleep last night.
- NOTE Confidence: 0.93235487
- $00{:}29{:}58{.}550 \dashrightarrow 00{:}30{:}00{.}606$ Sure, sure, Absolutely So.
- NOTE Confidence: 0.93235487

 $00:30:00.606 \dashrightarrow 00:30:04.149$ So from the very beginning the tone

NOTE Confidence: 0.93235487

 $00{:}30{:}04{.}149 \dashrightarrow 00{:}30{:}07{.}150$ was set at a very unfortunate point

NOTE Confidence: 0.93235487

00:30:07.150 --> 00:30:10.619 where it was more attending focused,

NOTE Confidence: 0.93235487

00:30:10.620 --> 00:30:13.338 how this was affecting the attending

NOTE Confidence: 0.93235487

 $00{:}30{:}13{.}340 \dashrightarrow 00{:}30{:}15{.}510$ and not recognizing or empathizing

NOTE Confidence: 0.93235487

 $00{:}30{:}15{.}510 \dashrightarrow 00{:}30{:}18{.}250$ with the team that worked up

NOTE Confidence: 0.93235487

 $00{:}30{:}18.250 \dashrightarrow 00{:}30{:}20.218$ all these admissions overnight.

NOTE Confidence: 0.93235487

 $00:30:20.220 \longrightarrow 00:30:23.740$ Nor did the he or she introduced themselves

NOTE Confidence: 0.93235487

 $00{:}30{:}23.740 \dashrightarrow 00{:}30{:}26.876$ or the OR the team members okay.

NOTE Confidence: 0.93235487

 $00{:}30{:}26.876 \dashrightarrow 00{:}30{:}29.060$ And then how about we

NOTE Confidence: 0.9222306

 $00{:}30{:}29.060 \dashrightarrow 00{:}30{:}32.310$ also talked about boundaries issues.

NOTE Confidence: 0.9222306

 $00{:}30{:}32{.}310 \dashrightarrow 00{:}30{:}33{.}948$ You know, there's the cliche of I'm

NOTE Confidence: 0.9222306

00:30:33.948 --> 00:30:35.966 working on my phone, I'm not, you know,

NOTE Confidence: 0.9222306

00:30:35.966 --> 00:30:37.186 you're telling me about patience,

NOTE Confidence: 0.9222306

 $00{:}30{:}37{.}190 \dashrightarrow 00{:}30{:}39{.}774$ but I'm not really present

NOTE Confidence: 0.9222306

 $00:30:39.774 \longrightarrow 00:30:41.790$ or available to you.

- NOTE Confidence: 0.9222306
- 00:30:41.790 --> 00:30:45.626 So, you know, it's that culture of

 $00{:}30{:}45.626$ --> $00{:}30{:}49.716$ apathy and the abdicator role and the

NOTE Confidence: 0.9222306

 $00:30:49.716 \longrightarrow 00:30:51.631$ importance of setting boundaries around

NOTE Confidence: 0.9222306

 $00:30:51.631 \rightarrow 00:30:53.390$ something you consider important.

NOTE Confidence: 0.9222306

00:30:53.390 --> 00:30:54.650 If it's not important,

NOTE Confidence: 0.9222306

 $00:30:54.650 \longrightarrow 00:30:56.225$ then it doesn't really matter.

NOTE Confidence: 0.92593646

 $00{:}30{:}57{.}570 \dashrightarrow 00{:}30{:}59{.}971$ Sure. So the fact that the attendee

NOTE Confidence: 0.92593646

 $00:30:59.971 \rightarrow 00:31:02.190$ is responding to a text message

NOTE Confidence: 0.92593646

 $00:31:02.190 \longrightarrow 00:31:04.541$ during the presentation by the by

NOTE Confidence: 0.92593646

00:31:04.541 - 00:31:07.487 the team shows not only disrespect,

NOTE Confidence: 0.92593646

 $00{:}31{:}07{.}490 \dashrightarrow 00{:}31{:}09{.}898$ but again no empathy for the team and

NOTE Confidence: 0.92593646

 $00{:}31{:}09{.}898 \dashrightarrow 00{:}31{:}12{.}649$ the and the needs for them as learners.

NOTE Confidence: 0.92593646

 $00{:}31{:}12.650 \dashrightarrow 00{:}31{:}14.071$ It it sends a lot of messages

NOTE Confidence: 0.92593646

 $00:31:14.071 \longrightarrow 00:31:15.410$ that this is not important,

NOTE Confidence: 0.92593646

 $00{:}31{:}15{.}410 \dashrightarrow 00{:}31{:}17{.}850$ as important as what the text message is.

 $00:31:17.850 \rightarrow 00:31:20.554$ And this is picked up on by teams

NOTE Confidence: 0.92593646

 $00:31:20.554 \rightarrow 00:31:23.209$ all the time when this happens.

NOTE Confidence: 0.92593646

00:31:23.210 --> 00:31:24.488 Okay. Anything else

NOTE Confidence: 0.9329997

 $00:31:26.960 \longrightarrow 00:31:28.208$ that anyone noted that the attending

NOTE Confidence: 0.9329997

 $00{:}31{:}28{.}208 \dashrightarrow 00{:}31{:}29{.}550$ did or that the attending didn't

NOTE Confidence: 0.9329997

 $00{:}31{:}29{.}550 \dashrightarrow 00{:}31{:}30{.}960$ do that they should have done.

NOTE Confidence: 0.9329997

 $00{:}31{:}36.760 \dashrightarrow 00{:}31{:}39.400$ One of the things that came up in

NOTE Confidence: 0.9329997

00:31:39.400 --> 00:31:42.780 our small group was just kind of

NOTE Confidence: 0.9329997

 $00:31:42.780 \rightarrow 00:31:45.864$ role modeling behavior that you know,

NOTE Confidence: 0.9329997

 $00{:}31{:}45{.}864 \dashrightarrow 00{:}31{:}47{.}924$ that they just weren't prioritizing

NOTE Confidence: 0.9329997

00:31:47.924 --> 00:31:49.840 patient care or learning.

NOTE Confidence: 0.9329997

 $00:31:49.840 \longrightarrow 00:31:52.898$ I have a meeting at 9:00 and you

NOTE Confidence: 0.9329997

 $00{:}31{:}52.898 \dashrightarrow 00{:}31{:}56.070$ know answering the text message and

NOTE Confidence: 0.9329997

 $00:31:56.070 \longrightarrow 00:31:58.290$ you know the the, the flip side of

NOTE Confidence: 0.9329997

 $00:31:58.290 \dashrightarrow 00:31:59.665$ that which I really appreciated.

NOTE Confidence: 0.9329997

00:31:59.670 --> 00:32:01.315 One of our one of our participants

- NOTE Confidence: 0.9329997
- $00:32:01.315 \rightarrow 00:32:02.978$ was saying, well there's nothing wrong
- NOTE Confidence: 0.9329997
- $00{:}32{:}02{.}978$ --> $00{:}32{:}05{.}509$ with modeling that you have a lot going on.
- NOTE Confidence: 0.9329997
- 00:32:05.510 --> 00:32:07.505 It's just how you set the priorities,
- NOTE Confidence: 0.9329997
- 00:32:07.510 > 00:32:09.148 how you inquire what what does
- NOTE Confidence: 0.9329997
- $00:32:09.148 \longrightarrow 00:32:11.230$ the team have to do this morning,
- NOTE Confidence: 0.9329997
- $00:32:11.230 \longrightarrow 00:32:12.154$ when is morning report,
- NOTE Confidence: 0.9329997
- $00:32:12.154 \longrightarrow 00:32:13.309$ when are these other things,
- NOTE Confidence: 0.9329997
- $00:32:13.310 \longrightarrow 00:32:15.102$ do they have to get their 11:00
- NOTE Confidence: 0.9329997
- $00{:}32{:}15{.}102 \dashrightarrow 00{:}32{:}15{.}870$ AM discharges done?
- NOTE Confidence: 0.9329997
- 00:32:15.870 00:32:17.310 I have these meetings let's,
- NOTE Confidence: 0.9329997
- $00:32:17.310 \longrightarrow 00:32:19.366$ you know come up with a plan together
- NOTE Confidence: 0.9329997
- $00{:}32{:}19{.}366 \dashrightarrow 00{:}32{:}21{.}385$ would have been a way that could have
- NOTE Confidence: 0.9329997
- $00{:}32{:}21{.}385 \dashrightarrow 00{:}32{:}23{.}070$ been done in a more productive way.
- NOTE Confidence: 0.9251158
- 00:32:23.590 --> 00:32:26.315 Karen Hutchinson made a very
- NOTE Confidence: 0.9251158
- 00:32:26.315 --> 00:32:28.806 good point about, you know,
- NOTE Confidence: 0.9251158

 $00:32:28.806 \rightarrow 00:32:32.811$ how you mentor and how you model and what

NOTE Confidence: 0.9251158

 $00{:}32{:}32{.}811 \dashrightarrow 00{:}32{:}36{.}227$ that means down the line to learners.

NOTE Confidence: 0.9251158

00:32:36.230 --> 00:32:38.150 Karen, I don't want to steal your Thunder,

NOTE Confidence: 0.9251158

00:32:41.390 --> 00:32:43.606 absolutely limited Thunder,

NOTE Confidence: 0.9251158

00:32:43.606 --> 00:32:46.118 but simply I'm just

NOTE Confidence: 0.92512417

 $00:32:46.120 \longrightarrow 00:32:47.317$ but for the little bit of Thunder,

NOTE Confidence: 0.92512417

 $00:32:47.320 \longrightarrow 00:32:48.945$ I was just referencing the

NOTE Confidence: 0.92512417

 $00:32:48.945 \rightarrow 00:32:50.932$ clear program from the A/C GME

NOTE Confidence: 0.92512417

 $00{:}32{:}50{.}932 \dashrightarrow 00{:}32{:}52{.}720$ and how that that was founded.

NOTE Confidence: 0.92512417

 $00:32:52.720 \longrightarrow 00:32:55.988$ Basically in recognition of the

NOTE Confidence: 0.92512417

 $00:32:55.988 \longrightarrow 00:32:59.358$ fact that our trainees behave

NOTE Confidence: 0.92512417

 $00:32:59.360 \longrightarrow 00:33:01.640$ as they were trained to behave.

NOTE Confidence: 0.92512417

 $00{:}33{:}01{.}640 \dashrightarrow 00{:}33{:}05{.}158$ And if 15 years out they they imitate

NOTE Confidence: 0.92512417

 $00:33:05.160 \rightarrow 00:33:06.960$ as you know like we imitate our parents,

NOTE Confidence: 0.92512417

00:33:06.960 - 00:33:07.920 they imitate their attending.

NOTE Confidence: 0.92512417

 $00:33:07.920 \rightarrow 00:33:09.698$ So this is not a medical knowledge

- NOTE Confidence: 0.92512417
- $00:33:09.698 \longrightarrow 00:33:10.838$ or patient care issue.

 $00{:}33{:}10.840 \dashrightarrow 00{:}33{:}12.919$ This is just how they were treated,

NOTE Confidence: 0.92512417

 $00:33:12.920 \longrightarrow 00:33:15.440$ is how they treat others and we know this,

NOTE Confidence: 0.92512417

 $00:33:15.440 \rightarrow 00:33:19.360$ but it's a huge focus for the A/C GME well

NOTE Confidence: 0.93082684

00:33:19.400 --> 00:33:21.906 and you know how important because you

NOTE Confidence: 0.93082684

 $00{:}33{:}21{.}906 \dashrightarrow 00{:}33{:}24{.}606$ you throw a Pebble in the pond and

NOTE Confidence: 0.93082684

 $00:33:24.606 \rightarrow 00:33:27.638$ the ripples go out quite a distance.

NOTE Confidence: 0.93082684

00:33:27.640 --> 00:33:29.626 So if you're trying to change

NOTE Confidence: 0.93082684

 $00{:}33{:}29.626 \dashrightarrow 00{:}33{:}31.380$ culture and it doesn't start with

NOTE Confidence: 0.93082684

00:33:31.380 --> 00:33:32.800 you as an individual modeling,

NOTE Confidence: 0.93082684

 $00:33:32.800 \longrightarrow 00:33:34.078$ setting the environment,

NOTE Confidence: 0.93082684

 $00{:}33{:}34.078 \dashrightarrow 00{:}33{:}37.400$ modeling the things you want people to see,

NOTE Confidence: 0.93082684

 $00{:}33{:}37{.}400 \dashrightarrow 00{:}33{:}40{.}037$ how many years is this going to take until

NOTE Confidence: 0.93082684

 $00{:}33{:}40{.}040 \dashrightarrow 00{:}33{:}43{.}520$ the environment can substantially change?

NOTE Confidence: 0.93994874

 $00{:}33{:}45{.}480 \dashrightarrow 00{:}33{:}48{.}320$ Absolutely all, all excellent points,

 $00:33:48.320 \rightarrow 00:33:50.640$ not only the concrete issues,

NOTE Confidence: 0.93994874

 $00{:}33{:}50.640 \dashrightarrow 00{:}33{:}53.790$ but the impact of those issues

NOTE Confidence: 0.93994874

 $00:33:53.790 \rightarrow 00:33:55.590$ lasting years and generations. So.

NOTE Confidence: 0.93994874

 $00:33:55.590 \rightarrow 00:33:57.746$ So if we were just kind of like

NOTE Confidence: 0.93994874

 $00:33:57.746 \rightarrow 00:33:59.476$ summarize what people were saying,

NOTE Confidence: 0.93994874

 $00{:}33{:}59{.}480 \dashrightarrow 00{:}34{:}01{.}840$ that the behavioral limitations of

NOTE Confidence: 0.93994874

 $00{:}34{:}01{.}840 \dashrightarrow 00{:}34{:}04{.}588$ the faculty member was that they

NOTE Confidence: 0.93994874

 $00:34:04.588 \longrightarrow 00:34:06.916$ never introduced his or her name,

NOTE Confidence: 0.93994874

 $00{:}34{:}06{.}920 \dashrightarrow 00{:}34{:}08{.}996$ never asked the learners their names,

NOTE Confidence: 0.93994874

 $00{:}34{:}09{.}000$ --> $00{:}34{:}11{.}919$ didn't ask the learners their learning goals.

NOTE Confidence: 0.93994874

 $00{:}34{:}11{.}920 \dashrightarrow 00{:}34{:}13{.}912$ There was a lack of enthusiasm for patient NOTE Confidence: 0.93994874

 $00:34:13.912 \rightarrow 00:34:15.614$ care with divided attention, right?

NOTE Confidence: 0.93994874

 $00{:}34{:}15.614 \dashrightarrow 00{:}34{:}17.378$ Was worried about their own research

NOTE Confidence: 0.93994874

 $00{:}34{:}17{.}378$ --> $00{:}34{:}19{.}393$ meeting and the text messages they

NOTE Confidence: 0.93994874

 $00{:}34{:}19{.}393 \dashrightarrow 00{:}34{:}21{.}198$ were receiving during the presentation.

NOTE Confidence: 0.93994874

 $00:34:21.200 \rightarrow 00:34:23.816$ They were unfriendly and questioning and

 $00{:}34{:}23.816 \dashrightarrow 00{:}34{:}27.069$ refer to learners as interns and students

NOTE Confidence: 0.93994874

 $00{:}34{:}27.070 \dashrightarrow 00{:}34{:}30.070$ and not by their individual names.

NOTE Confidence: 0.93994874

 $00{:}34{:}30{.}070 \dashrightarrow 00{:}34{:}32{.}800$ So the session overall was not

NOTE Confidence: 0.93994874

 $00:34:32.800 \longrightarrow 00:34:34.775$ learner focused and was disease

NOTE Confidence: 0.93994874

00:34:34.775 --> 00:34:36.550 focused and not patient oriented.

NOTE Confidence: 0.93994874

 $00{:}34{:}36{.}550 \dashrightarrow 00{:}34{:}40{.}085$ So these are concrete things that we

NOTE Confidence: 0.93994874

 $00{:}34{:}40.085 \dashrightarrow 00{:}34{:}43.680$ can identify in this setting that were

NOTE Confidence: 0.93994874

 $00:34:43.680 \rightarrow 00:34:46.110$ limitations in the behavior exactly number.

NOTE Confidence: 0.92472935

 $00{:}34{:}47{.}830 \dashrightarrow 00{:}34{:}49{.}315$ Thank you. I'm going to

NOTE Confidence: 0.92472935

 $00:34:49.315 \longrightarrow 00:34:50.470$ move on to case two just in

NOTE Confidence: 0.9302442

 $00:34:50.513 \longrightarrow 00:34:51.377$ the interest of time,

NOTE Confidence: 0.9302442

00:34:51.380 --> 00:34:53.084 I want to make sure we have time

NOTE Confidence: 0.9302442

 $00{:}34{:}53.084 \dashrightarrow 00{:}34{:}54.660$ to discuss this one as well.

NOTE Confidence: 0.9302442

 $00{:}34{:}54{.}660 \dashrightarrow 00{:}34{:}58{.}338$ So again, please, you'll pay attention,

NOTE Confidence: 0.9302442

 $00{:}34{:}58{.}340 \dashrightarrow 00{:}35{:}00{.}636$ take notes during the reading of the

 $00{:}35{:}00{.}636 \dashrightarrow 00{:}35{:}03{.}280$ case and then we'll break you out into

NOTE Confidence: 0.9302442

 $00{:}35{:}03{.}280 \dashrightarrow 00{:}35{:}04{.}940$ breakout readings again to discuss

NOTE Confidence: 0.9302442

 $00{:}35{:}04{.}940 \dashrightarrow 00{:}35{:}07{.}703$ what you see is both the good and bad

NOTE Confidence: 0.9302442

 $00:35:07.703 \rightarrow 00:35:10.020$ learning climate strategies displayed.

NOTE Confidence: 0.9302442

 $00{:}35{:}10.020 \dashrightarrow 00{:}35{:}11.769$ So, same situation.

NOTE Confidence: 0.9302442

00:35:11.769 --> 00:35:14.684 Faculty says good morning team,

NOTE Confidence: 0.9302442

00:35:14.690 --> 00:35:15.930 my name is Joanna Brown.

NOTE Confidence: 0.9302442

 $00:35:15.930 \longrightarrow 00:35:17.880$ I'm excited to start as you're

NOTE Confidence: 0.9302442

00:35:17.880 --> 00:35:18.530 attending today.

NOTE Confidence: 0.9302442

 $00:35:18.530 \dashrightarrow 00:35:20.087$ I know you must have had a busy night,

NOTE Confidence: 0.9302442

 $00:35:20.090 \longrightarrow 00:35:21.178$ but before we begin,

NOTE Confidence: 0.9302442

 $00:35:21.178 \dashrightarrow 00:35:23.169$ I was wondering if we could take

NOTE Confidence: 0.9302442

 $00{:}35{:}23.169 \dashrightarrow 00{:}35{:}25.234$ 5 to 10 minutes to gather our

NOTE Confidence: 0.9302442

 $00:35:25.234 \rightarrow 00:35:26.848$ thoughts together about how we best

NOTE Confidence: 0.9302442

 $00{:}35{:}26.850 \dashrightarrow 00{:}35{:}29.250$ do work rounds and teaching rounds,

NOTE Confidence: 0.9302442

 $00:35:29.250 \longrightarrow 00:35:31.402$ the resident says. Okay.

- NOTE Confidence: 0.9302442
- $00{:}35{:}31{.}402 \dashrightarrow 00{:}35{:}31{.}940$ Sure.
- NOTE Confidence: 0.9302442
- 00:35:31.940 --> 00:35:32.316 First,
- NOTE Confidence: 0.9302442
- $00{:}35{:}32{.}316 \dashrightarrow 00{:}35{:}34{.}786$ I'd like to each I'd like each of you to
- NOTE Confidence: 0.9302442
- $00:35:34.786 \rightarrow 00:35:36.379$ know that I've been attending several years,
- NOTE Confidence: 0.9302442
- 00:35:36.380 --> 00:35:38.900 but I still learn medicine every day
- NOTE Confidence: 0.9302442
- $00{:}35{:}38{.}900 \dashrightarrow 00{:}35{:}40{.}180$ from our patients, our residents,
- NOTE Confidence: 0.9302442
- $00:35:40.180 \longrightarrow 00:35:41.420$ our interns, and our students.
- NOTE Confidence: 0.9302442
- $00:35:41.420 \dashrightarrow 00:35:43.100$ We all have gaps in our knowledge,
- NOTE Confidence: 0.9302442
- $00{:}35{:}43.100 \dashrightarrow 00{:}35{:}44.980$ but we can learn from each other and as a
- NOTE Confidence: 0.9302442
- $00:35:45.030 \rightarrow 00:35:47.535$ team, give the best care to our patients.
- NOTE Confidence: 0.9302442
- $00:35:47.540 \dashrightarrow 00:35:49.052$ I'd like each of you to tell us your
- NOTE Confidence: 0.9302442
- $00{:}35{:}49{.}052 \dashrightarrow 00{:}35{:}50{.}659$ name and something important about you.
- NOTE Confidence: 0.9302442
- 00:35:50.660 --> 00:35:51.108 I'll start.
- NOTE Confidence: 0.9302442
- 00:35:51.108 --> 00:35:51.556 I'm Joanna.
- NOTE Confidence: 0.9302442
- $00{:}35{:}51{.}556 \dashrightarrow 00{:}35{:}53{.}180$ I'm a proud mother of two boys,
- NOTE Confidence: 0.9302442

- $00{:}35{:}53{.}180 \dashrightarrow 00{:}35{:}55{.}539$ and I was a former Yale intern.
- NOTE Confidence: 0.9302442
- $00{:}35{:}55{.}540 \dashrightarrow 00{:}35{:}56{.}839$ The residents, interns,

 $00{:}35{:}56{.}839 \dashrightarrow 00{:}35{:}59{.}437$ and students introduce themselves with a

NOTE Confidence: 0.9302442

 $00:35:59.437 \rightarrow 00:36:02.039$ brief personal feature about themselves,

NOTE Confidence: 0.9302442

00:36:02.040 --> 00:36:02.500 Faculty okay.

NOTE Confidence: 0.9302442

 $00:36:02.500 \dashrightarrow 00:36:04.340$ I'd like the most junior member of the

NOTE Confidence: 0.9302442

 $00{:}36{:}04{.}393 \dashrightarrow 00{:}36{:}06{.}080$ team to present the patients each day.

NOTE Confidence: 0.9302442

 $00:36:06.080 \rightarrow 00:36:07.598$ The students get the first opportunity,

NOTE Confidence: 0.9302442

 $00{:}36{:}07{.}600 \dashrightarrow 00{:}36{:}09{.}040$ then in terms and residents.

NOTE Confidence: 0.9302442

00:36:09.040 --> 00:36:09.760 If possible,

NOTE Confidence: 0.9302442

 $00:36:09.760 \longrightarrow 00:36:11.139$ I'd like you to try to present

NOTE Confidence: 0.9302442

 $00:36:11.139 \longrightarrow 00:36:12.473$ at the bedside for each patient

NOTE Confidence: 0.9302442

 $00{:}36{:}12{.}473 \dashrightarrow 00{:}36{:}13{.}865$ and mention only the key elements

NOTE Confidence: 0.9302442

00:36:13.865 --> 00:36:15.505 in the patient's story that are

NOTE Confidence: 0.9302442

 $00{:}36{:}15.505 \dashrightarrow 00{:}36{:}16.593$ relevant to the submission.

NOTE Confidence: 0.9302442

 $00:36:16.600 \rightarrow 00:36:18.357$ We can invite the patient to clarify

- NOTE Confidence: 0.9302442
- $00:36:18.357 \rightarrow 00:36:20.638$ any issues and describe our plan for the day.

00:36:20.640 --> 00:36:21.536 Residents, intern,

NOTE Confidence: 0.9302442

00:36:21.536 --> 00:36:23.328 Students not in agreement.

NOTE Confidence: 0.9302442

 $00:36:23.330 \longrightarrow 00:36:24.082$ Later in the day,

NOTE Confidence: 0.9302442

 $00{:}36{:}24.082 \dashrightarrow 00{:}36{:}25.728$ we can all read about the key issues

NOTE Confidence: 0.9302442

 $00{:}36{:}25.728 \dashrightarrow 00{:}36{:}27.144$ that arise in our patients and

NOTE Confidence: 0.9302442

 $00:36:27.144 \rightarrow 00:36:28.888$ discuss them together at teaching rounds.

NOTE Confidence: 0.9302442

 $00:36:28.890 \longrightarrow 00:36:31.221$ I will try to identify original literature

NOTE Confidence: 0.9302442

 $00:36:31.221 \dashrightarrow 00:36:32.610$ that illustrates important points,

NOTE Confidence: 0.9302442

 $00{:}36{:}32.610 \dashrightarrow 00{:}36{:}34.234$ and at our first teaching rounds I'd

NOTE Confidence: 0.9302442

00:36:34.234 --> 00:36:36.095 like each of you to identify your

NOTE Confidence: 0.9302442

 $00{:}36{:}36{.}095 \dashrightarrow 00{:}36{:}37{.}490$ learning goals for the rotation.

NOTE Confidence: 0.9302442

 $00{:}36{:}37{.}490 \dashrightarrow 00{:}36{:}38{.}840$ We can meet at the end of the week

NOTE Confidence: 0.9302442

 $00{:}36{:}38{.}840 \dashrightarrow 00{:}36{:}40{.}369$ to give each other feedback as to

NOTE Confidence: 0.9302442

 $00{:}36{:}40{.}369 \dashrightarrow 00{:}36{:}41{.}515$ whether those goals were achieved

- $00:36:41.515 \longrightarrow 00:36:43.013$ and whether we need to change or
- NOTE Confidence: 0.9302442
- $00{:}36{:}43.013 \dashrightarrow 00{:}36{:}44.530$ workflow or teaching sessions.
- NOTE Confidence: 0.9302442
- $00{:}36{:}44{.}530 \dashrightarrow 00{:}36{:}46{.}690$ Residents. That sounds great.
- NOTE Confidence: 0.9302442
- $00{:}36{:}46.690 \dashrightarrow 00{:}36{:}47.970$ Does any one have any questions
- NOTE Confidence: 0.9302442
- $00:36:47.970 \longrightarrow 00:36:49.250$ or advice at this point?
- NOTE Confidence: 0.9302442
- 00:36:49.250 --> 00:36:49.906 If not,
- NOTE Confidence: 0.9302442
- $00:36:49.906 \longrightarrow 00:36:51.874$ why don't we go evaluate the
- NOTE Confidence: 0.9302442
- 00:36:51.874 --> 00:36:53.594 first patient and we invite Lisa,
- NOTE Confidence: 0.9302442
- 00:36:53.594 --> 00:36:54.126 our student,
- NOTE Confidence: 0.9302442
- $00:36:54.130 \dashrightarrow 00:36:56.488$ to please present at the bed side.
- NOTE Confidence: 0.9302442
- $00{:}36{:}56{.}490 \dashrightarrow 00{:}36{:}56{.}996$ All right.
- NOTE Confidence: 0.9302442
- 00:36:56.996 --> 00:36:58.767 I'm going to put you back into
- NOTE Confidence: 0.9302442
- $00{:}36{:}58{.}767 \dashrightarrow 00{:}37{:}02{.}318$ your breakout rooms and we'll
- NOTE Confidence: 0.9302442
- $00:37:02.318 \longrightarrow 00:37:03.686$ see you in about 7 minutes.
- NOTE Confidence: 0.93891734
- 00:37:09.800 --> 00:37:10.160 Welcome
- NOTE Confidence: 0.93891734
- $00:37:11.760 \longrightarrow 00:37:13.360$ back, don't talk about.

- NOTE Confidence: 0.93891734
- 00:37:14.680 --> 00:37:18.200 Sorry. Welcome back, everybody.

00:37:18.200 --> 00:37:21.957 Let's give everyone a second to sort of

NOTE Confidence: 0.93891734

 $00:37:21.957 \rightarrow 00:37:24.178$ come back just in the interest of time.

NOTE Confidence: 0.93891734

 $00:37:24.180 \longrightarrow 00:37:25.896$ We only have 5 more minutes.

NOTE Confidence: 0.93891734

00:37:25.900 --> 00:37:29.908 I'm just going to summarize what we see

NOTE Confidence: 0.93891734

 $00:37:29.908 \dashrightarrow 00:37:36.730$ as the the aspects of this attendings,

NOTE Confidence: 0.93891734

 $00:37:36.730 \longrightarrow 00:37:38.270$ learning climate strategies that were

NOTE Confidence: 0.93891734

 $00:37:38.270 \dashrightarrow 00:37:40.649$ good and then the few that were poor.

NOTE Confidence: 0.93891734

 $00:37:40.650 \rightarrow 00:37:42.190$ Be very happy to hear if people

NOTE Confidence: 0.93891734

 $00{:}37{:}42.190 \dashrightarrow 00{:}37{:}43.290$ have other thoughts about it.

NOTE Confidence: 0.93891734

00:37:43.290 --> 00:37:45.314 But if you go through, you know,

NOTE Confidence: 0.93891734

 $00{:}37{:}45{.}314 \dashrightarrow 00{:}37{:}46{.}903$ the the five characteristics

NOTE Confidence: 0.93891734

 $00{:}37{:}46{.}903 \dashrightarrow 00{:}37{:}48{.}368$ of a good learning climate,

NOTE Confidence: 0.93891734

00:37:48.370 --> 00:37:50.003 she really hits many of them, right?

NOTE Confidence: 0.93891734

00:37:50.003 -> 00:37:51.898 So right off the bat, she's friendly.

- $00:37:51.898 \longrightarrow 00:37:53.290$ She introduces herself.
- NOTE Confidence: 0.93891734
- 00:37:53.290 00:37:54.942 She's interested in learning
- NOTE Confidence: 0.93891734
- $00:37:54.942 \longrightarrow 00:37:56.486$ about her learners,
- NOTE Confidence: 0.93891734
- $00{:}37{:}56.486 \dashrightarrow 00{:}38{:}00.066$ ask them questions about themselves.
- NOTE Confidence: 0.93891734
- 00:38:00.070 --> 00:38:01.345 She's she seems to be
- NOTE Confidence: 0.93891734
- $00:38:01.345 \longrightarrow 00:38:02.110$ organized and structured.
- NOTE Confidence: 0.93891734
- $00{:}38{:}02{.}110 \dashrightarrow 00{:}38{:}03{.}388$ We don't see how the actual
- NOTE Confidence: 0.93891734
- $00:38:03.388 \longrightarrow 00:38:04.027$ teaching session goes,
- NOTE Confidence: 0.93891734
- $00{:}38{:}04{.}030 \dashrightarrow 00{:}38{:}06{.}886$ but she's being very organized and thoughtful
- NOTE Confidence: 0.93891734
- $00:38:06.886 \rightarrow 00:38:09.587$ about how their their rounds will go.
- NOTE Confidence: 0.93891734
- $00:38:09.590 \longrightarrow 00:38:11.414$ She's very learner focused.
- NOTE Confidence: 0.93891734
- $00:38:11.414 \rightarrow 00:38:14.150$ She asks them to identify goals,
- NOTE Confidence: 0.93891734
- $00:38:14.150 \rightarrow 00:38:16.590$ asks what the things that they'll
- NOTE Confidence: 0.93891734
- $00:38:16.590 \rightarrow 00:38:18.670$ be wanting to learn about,
- NOTE Confidence: 0.93891734
- $00:38:18.670 \rightarrow 00:38:21.946$ and it included all levels of learners,
- NOTE Confidence: 0.93891734
- 00:38:21.950 --> 00:38:22.374 right?

- NOTE Confidence: 0.93891734
- $00:38:22.374 \longrightarrow 00:38:24.494$ She has having her students

 $00{:}38{:}24{.}494 \dashrightarrow 00{:}38{:}27{.}036$ present 1st and then you know,

NOTE Confidence: 0.93891734

 $00:38:27.036 \longrightarrow 00:38:29.151$ having at the different levels

NOTE Confidence: 0.93891734

 $00{:}38{:}29{.}151 \dashrightarrow 00{:}38{:}31{.}160$ present after the students.

NOTE Confidence: 0.93891734

00:38:31.160 --> 00:38:31.920 I mean then you know,

NOTE Confidence: 0.93891734

 $00:38:31.920 \rightarrow 00:38:33.194$ we don't know how engaging she is,

NOTE Confidence: 0.93891734

 $00:38:33.200 \rightarrow 00:38:35.122$ but she seemed to be, you know,

NOTE Confidence: 0.93891734

 $00:38:35.122 \rightarrow 00:38:37.789$ warm and and outgoing and she certainly

NOTE Confidence: 0.93891734

 $00{:}38{:}37{.}789 \dashrightarrow 00{:}38{:}40{.}120$ was engaged with her learners.

NOTE Confidence: 0.93891734

 $00:38:40.120 \longrightarrow 00:38:41.863$ So a very different feeling of a

NOTE Confidence: 0.93891734

 $00:38:41.863 \rightarrow 00:38:43.359$ learning climate from the first case,

NOTE Confidence: 0.93891734

 $00:38:43.360 \longrightarrow 00:38:43.654$ however,

NOTE Confidence: 0.93891734

 $00{:}38{:}43{.}654 \dashrightarrow 00{:}38{:}44{.}242$ not perfect.

NOTE Confidence: 0.93891734

 $00{:}38{:}44{.}242 \dashrightarrow 00{:}38{:}46{.}300$ And so I think there are some

NOTE Confidence: 0.93891734

 $00:38:46.367 \longrightarrow 00:38:47.812$ things that she could maybe

- $00:38:47.812 \longrightarrow 00:38:49.720$ have done a little bit better.
- NOTE Confidence: 0.93891734
- 00:38:49.720 --> 00:38:50.320 You know,

 $00:38:50.320 \longrightarrow 00:38:52.120$ she's seeking feedback on how things

NOTE Confidence: 0.93891734

 $00:38:52.120 \longrightarrow 00:38:54.200$ are going, but not for a week.

NOTE Confidence: 0.93891734

 $00:38:54.200 \rightarrow 00:38:56.670$ And after they've been together,

NOTE Confidence: 0.93891734

 $00:38:56.670 \rightarrow 00:38:58.470$ that seems like kind of a long time

NOTE Confidence: 0.93891734

 $00{:}38{:}58{.}470 \dashrightarrow 00{:}39{:}00{.}828$ to be checking in to see if if things

NOTE Confidence: 0.93891734

 $00:39:00.828 \longrightarrow 00:39:02.389$ are working well for the team.

NOTE Confidence: 0.93891734

00:39:02.390 $\operatorname{-->}$ 00:39:05.267 And she doesn't ask sort of upfront

NOTE Confidence: 0.93891734

 $00{:}39{:}05{.}270$ --> $00{:}39{:}09{.}309$ for input about how how to run things.

NOTE Confidence: 0.93891734

 $00{:}39{:}09{.}310 \dashrightarrow 00{:}39{:}10.960$ She sort of tells the team

NOTE Confidence: 0.93891734

00:39:10.960 --> 00:39:12.310 how it's going to go.

NOTE Confidence: 0.93891734

00:39:12.310 --> 00:39:14.753 Many of us really like our residents

NOTE Confidence: 0.93891734

 $00:39:14.753 \longrightarrow 00:39:17.495$ to be the ones running the service and

NOTE Confidence: 0.93891734

 $00{:}39{:}17{.}495 \dashrightarrow 00{:}39{:}19{.}430$ running the team and and coming up with,

NOTE Confidence: 0.93891734

 $00:39:19.430 \rightarrow 00:39:21.390$ you know, how rounds are going to run.

- NOTE Confidence: 0.93891734
- 00:39:21.390 --> 00:39:24.100 And so she's a little bit, you know,

 $00{:}39{:}24.100 \dashrightarrow 00{:}39{:}26.320$ not learner focused in that way.

NOTE Confidence: 0.93891734

 $00:39:26.320 \longrightarrow 00:39:28.904$ Many of us would again really invite our

NOTE Confidence: 0.93891734

 $00:39:28.904 \rightarrow 00:39:30.600$ our residents to actually participate

NOTE Confidence: 0.93891734

 $00:39:30.600 \longrightarrow 00:39:33.249$ a lot more right up front about about

NOTE Confidence: 0.93891734

 $00:39:33.249 \rightarrow 00:39:35.237$ how the service is going to run.

NOTE Confidence: 0.93891734

 $00:39:35.240 \longrightarrow 00:39:36.920$ So those are the big things

NOTE Confidence: 0.93891734

 $00{:}39{:}36{.}920 \dashrightarrow 00{:}39{:}38{.}040$ that I've identified it.

NOTE Confidence: 0.93891734

 $00:39:38.040 \rightarrow 00:39:39.840$ Does anybody have any quick thoughts?

NOTE Confidence: 0.93891734

 $00:39:39.840 \longrightarrow 00:39:41.808$ Just before we we move on

NOTE Confidence: 0.93891734

 $00:39:41.808 \longrightarrow 00:39:43.120$ and and take questions,

NOTE Confidence: 0.92912966

 $00{:}39{:}45{.}360 \dashrightarrow 00{:}39{:}48{.}748$ one person in our group noticed that

NOTE Confidence: 0.940472

00:39:48.750 --> 00:39:51.060 she tapped the student and thought it

NOTE Confidence: 0.940472

 $00{:}39{:}51{.}060 \dashrightarrow 00{:}39{:}53{.}970$ may have been more appropriate to say

NOTE Confidence: 0.940472

 $00{:}39{:}53{.}970 \dashrightarrow 00{:}39{:}56{.}430$ we'll have you presented the bed side.

 $00:39:56.430 \longrightarrow 00:39:58.692$ Are you comfortable with that? Yes.

NOTE Confidence: 0.940472

 $00:39:58.692 \rightarrow 00:40:00.984$ Before putting her into that position,

NOTE Confidence: 0.940472

 $00{:}40{:}01{.}470 \dashrightarrow 00{:}40{:}03{.}990$ Yes, that's a really good point. Thank you.

NOTE Confidence: 0.940472

 $00{:}40{:}06{.}030 \dashrightarrow 00{:}40{:}08{.}350$ All right. So with that.

NOTE Confidence: 0.94037753

 $00:40:14.400 \rightarrow 00:40:16.340$ Hopefully you leave here understanding

NOTE Confidence: 0.94037753

00:40:16.340 --> 00:40:19.083 that learning climate is a miliere in

NOTE Confidence: 0.94037753

 $00{:}40{:}19.083 \dashrightarrow 00{:}40{:}21.234$ which learning takes place per learning

NOTE Confidence: 0.94037753

 $00:40:21.234 \rightarrow 00:40:22.582$ climate diminishes the effectiveness

NOTE Confidence: 0.94037753

 $00{:}40{:}22.582 \dashrightarrow 00{:}40{:}24.319$ of the teaching that you do.

NOTE Confidence: 0.94037753

 $00{:}40{:}24{.}320 \dashrightarrow 00{:}40{:}25{.}795$ A good learning climate enhances

NOTE Confidence: 0.94037753

 $00:40:25.795 \rightarrow 00:40:27.760$ teaching and helps with team building,

NOTE Confidence: 0.94037753

 $00:40:27.760 \longrightarrow 00:40:29.830$ and it really is foundational to

NOTE Confidence: 0.94037753

 $00{:}40{:}29.830 \dashrightarrow 00{:}40{:}32.240$ everything else that you do in education.

NOTE Confidence: 0.94037753

 $00:40:32.240 \longrightarrow 00:40:33.926$ But the good news is learning

NOTE Confidence: 0.94037753

 $00{:}40{:}33{.}926 \dashrightarrow 00{:}40{:}35{.}731$ climate involves a set of skills

NOTE Confidence: 0.94037753

 $00:40:35.731 \rightarrow 00:40:37.597$ which can be practiced and mastered.

- NOTE Confidence: 0.94037753
- 00:40:37.600 --> 00:40:39.976 And hopefully you feel like you've

00:40:39.976 --> 00:40:41.560 learned something here today

NOTE Confidence: 0.94037753

 $00:40:41.625 \longrightarrow 00:40:43.697$ that that can help you with that.

NOTE Confidence: 0.94037753

 $00:40:43.700 \longrightarrow 00:40:46.092$ So this is the hopefully you

NOTE Confidence: 0.94037753

 $00:40:46.092 \longrightarrow 00:40:46.860$ can all see this,

NOTE Confidence: 0.94037753

 $00:40:46.860 \longrightarrow 00:40:50.500$ this is the evaluation form.

NOTE Confidence: 0.94037753

 $00:40:50.500 \rightarrow 00:40:52.596$ I don't know if Linda can pop this

NOTE Confidence: 0.94037753

 $00{:}40{:}52{.}596 \dashrightarrow 00{:}40{:}54{.}219$ into the Zoom chat for us.

NOTE Confidence: 0.92365867

 $00:40:55.220 \longrightarrow 00:40:56.260$ It's in the chat, so.

NOTE Confidence: 0.92365867

00:40:56.620 --> 00:40:58.300 Oh, thank you. Thanks, Janet.

NOTE Confidence: 0.92365867

 $00{:}40{:}58{.}300 \dashrightarrow 00{:}41{:}01{.}774$ And there's the, the QR code you can use.

NOTE Confidence: 0.92365867

 $00:41:01.780 \longrightarrow 00:41:04.300$ And we're going to set a timer

NOTE Confidence: 0.92365867

00:41:04.300 --> 00:41:07.820 for a minute to give everybody

NOTE Confidence: 0.92365867

 $00{:}41{:}07{.}820 \dashrightarrow 00{:}41{:}09{.}860$ a chance to give us evaluation.

NOTE Confidence: 0.92365867

 $00{:}41{:}09{.}860 \dashrightarrow 00{:}41{:}12{.}158$ And again, we are very interested

 $00:41:12.158 \rightarrow 00:41:14.639$ in your feedback on the session,

NOTE Confidence: 0.92365867

 $00{:}41{:}14.640 \dashrightarrow 00{:}41{:}15.480$ what went well,

NOTE Confidence: 0.92365867

 $00:41:15.480 \rightarrow 00:41:17.440$ what we could do to improve things

NOTE Confidence: 0.92365867

 $00:41:17.440 \longrightarrow 00:41:22.235$ And then we'll be open for questions.

NOTE Confidence: 0.92365867

 $00{:}41{:}22.240 \dashrightarrow 00{:}41{:}23.720$ And feel free to ask questions now, I guess.

NOTE Confidence: 0.91713834

00:41:24.280 --> 00:41:26.345 Yeah, just to say that the QR

NOTE Confidence: 0.91713834

 $00:41:26.345 \longrightarrow 00:41:28.520$ code is taking us to a different

NOTE Confidence: 0.91713834

 $00:41:28.520 \rightarrow 00:41:32.000$ session when we. Yeah, the 6th. No,

NOTE Confidence: 0.9354403

 $00{:}41{:}34{.}620 \dashrightarrow 00{:}41{:}36{.}810$ Linda, any thoughts is how about

NOTE Confidence: 0.9354403

00:41:36.810 - 00:41:40.060 the URL works to the right one. OK.

NOTE Confidence: 0.9354403

00:41:40.060 --> 00:41:41.900 Oh, thank you. Thanks, John. Yeah,

NOTE Confidence: 0.9354403

 $00:41:41.900 \rightarrow 00:41:44.020$ the one in chat takes us to the correct one.

NOTE Confidence: 0.9354403

 $00:41:44.420 \rightarrow 00:41:48.300$ OK. Thank you everybody for realizing that.

NOTE Confidence: 0.9354403

 $00:41:50.940 \longrightarrow 00:41:51.380$ Hello.

NOTE Confidence: 0.9354403

00:41:55.660 --> 00:41:58.180 Any questions while people are

NOTE Confidence: 0.9354403

 $00:41:58.180 \rightarrow 00:41:59.810$ doing their evaluations and we're

- NOTE Confidence: 0.9354403
- $00:41:59.810 \rightarrow 00:42:01.860$ happy to answer them just because

 $00:42:01.860 \longrightarrow 00:42:03.180$ we're officially out of time.

NOTE Confidence: 0.92904896

 $00:42:05.640 \longrightarrow 00:42:07.595$ We appreciate having such a

NOTE Confidence: 0.92904896

00:42:07.595 - 00:42:09.550 great diverse audience of people

NOTE Confidence: 0.92904896

 $00{:}42{:}09{.}619 \dashrightarrow 00{:}42{:}12{.}160$ with such a broad expertise and

NOTE Confidence: 0.92904896

00:42:12.160 --> 00:42:14.440 different levels of of training.

NOTE Confidence: 0.92904896

 $00:42:14.440 \longrightarrow 00:42:16.120$ It's great to have all of you here.

NOTE Confidence: 0.92904896

 $00:42:16.120 \rightarrow 00:42:18.192$ We appreciate any input you can give

NOTE Confidence: 0.92904896

 $00{:}42{:}18.192 \dashrightarrow 00{:}42{:}20.160$ to us to constantly improve this.

NOTE Confidence: 0.92904896

00:42:21.360 --> 00:42:24.920 So the CMA code says sorry,

NOTE Confidence: 0.92904896

 $00:42:27.040 \longrightarrow 00:42:28.240$ there was a problem with it.

NOTE Confidence: 0.92904896

00:42:28.240 --> 00:42:30.015 Linda's taking everyone's name down

NOTE Confidence: 0.92904896

 $00{:}42{:}30.015 \dashrightarrow 00{:}42{:}33.490$ and she will submit them that we.

NOTE Confidence: 0.92904896

 $00{:}42{:}33{.}490 \dashrightarrow 00{:}42{:}35{.}342$ Yeah, let's see the the

NOTE Confidence: 0.92904896

 $00{:}42{:}35{.}342 \dashrightarrow 00{:}42{:}38.064$ text code did not work. OK.

00:42:38.064 --> 00:42:39.948 But all your names been registered,

NOTE Confidence: 0.92904896

 $00:42:39.950 \longrightarrow 00:42:41.550$ so you'll receive the credit.

NOTE Confidence: 0.9288469

 $00{:}42{:}42{.}750 \dashrightarrow 00{:}42{:}44{.}070$ Yeah. It's a great session.

NOTE Confidence: 0.9288469

 $00:42:44.070 \longrightarrow 00:42:45.892$ Thank you. Thank you.

NOTE Confidence: 0.9288469

00:42:45.892 --> 00:42:47.547 And again, any any comments,

NOTE Confidence: 0.9288469

 $00:42:47.550 \longrightarrow 00:42:48.866$ last thoughts or questions,

NOTE Confidence: 0.9288469

 $00:42:48.866 \longrightarrow 00:42:51.420$ we're I'm happy to stay on for a

NOTE Confidence: 0.9288469

 $00{:}42{:}51{.}420 \dashrightarrow 00{:}42{:}52{.}814$ few minutes and answer them.

NOTE Confidence: 0.9288469

 $00{:}42{:}52{.}814 \dashrightarrow 00{:}42{:}54{.}062$ And thank you so much for,

NOTE Confidence: 0.9288469

 $00:42:54.070 \rightarrow 00:42:55.995$ for participating and the upcoming

NOTE Confidence: 0.9288469

 $00:42:55.995 \rightarrow 00:42:58.510$ sessions are going to be amazing.

NOTE Confidence: 0.9288469

 $00:42:58.510 \rightarrow 00:43:00.030$ These are all wonderful educators,

NOTE Confidence: 0.9288469

 $00:43:00.030 \rightarrow 00:43:01.790$ so I strongly encourage you to attend them.

NOTE Confidence: 0.93415296

00:43:03.350 --> 00:43:05.228 Thank you so much. Thank you.

NOTE Confidence: 0.93415296

 $00{:}43{:}06{.}550 \dashrightarrow 00{:}43{:}07{.}854$ Thank you very much.

NOTE Confidence: 0.93415296

 $00:43:07.854 \rightarrow 00:43:09.230$ Great session. Thank you.