

WEBVTT

NOTE duration:"00:55:07"

NOTE recognizability:0.862

NOTE language:en-us

NOTE Confidence: 0.59235705

00:00:00.000 --> 00:00:00.800 Afternoon, everyone.

NOTE Confidence: 0.945161147142857

00:00:03.280 --> 00:00:04.546 Good afternoon everyone,

NOTE Confidence: 0.945161147142857

00:00:04.546 --> 00:00:07.920 and welcome to the next to next to

NOTE Confidence: 0.945161147142857

00:00:07.920 --> 00:00:10.440 last installment of the ES series.

NOTE Confidence: 0.945161147142857

00:00:10.440 --> 00:00:13.410 Yeah, Y'all Medical Education educator

NOTE Confidence: 0.945161147142857

00:00:13.410 --> 00:00:16.012 series that I've had the wonderful

NOTE Confidence: 0.945161147142857

00:00:16.012 --> 00:00:17.965 privilege of planning together with

NOTE Confidence: 0.945161147142857

00:00:17.965 --> 00:00:20.394 Ina Dunn who's here and colleagues

NOTE Confidence: 0.945161147142857

00:00:20.394 --> 00:00:22.518 at the Center for Medical Education.

NOTE Confidence: 0.809575910526316

00:00:25.160 --> 00:00:27.379 Yeah, I'll let we we were fighting

NOTE Confidence: 0.809575910526316

00:00:27.379 --> 00:00:29.514 over who would introduce our esteemed

NOTE Confidence: 0.809575910526316

00:00:29.514 --> 00:00:31.752 speaker today and and I lost.

NOTE Confidence: 0.809575910526316

00:00:31.760 --> 00:00:34.160 So Dana wants. So she want to produce

NOTE Confidence: 0.809575910526316

00:00:34.160 --> 00:00:36.340 our speaker and just to tell you
NOTE Confidence: 0.809575910526316

00:00:36.340 --> 00:00:38.670 before that that our last two sessions
NOTE Confidence: 0.809575910526316

00:00:38.670 --> 00:00:41.029 that will be coming up the first
NOTE Confidence: 0.809575910526316

00:00:41.029 --> 00:00:44.600 one will be on getting chalk box.
NOTE Confidence: 0.809575910526316

00:00:44.600 --> 00:00:46.931 How to do that by Jeremy Knoller
NOTE Confidence: 0.809575910526316

00:00:46.931 --> 00:00:47.597 from urology.
NOTE Confidence: 0.809575910526316

00:00:47.600 --> 00:00:49.740 And then we're gonna have
NOTE Confidence: 0.809575910526316

00:00:49.740 --> 00:00:51.560 Shali Gupta talking about
NOTE Confidence: 0.534533111428572

00:00:54.920 --> 00:00:56.613 what is the word that I'm up to
NOTE Confidence: 0.534533111428572

00:00:56.613 --> 00:00:58.160 standard training. Yeah. We'll
NOTE Confidence: 0.9029539125

00:00:58.200 --> 00:00:59.100 have more information about
NOTE Confidence: 0.9029539125

00:00:59.100 --> 00:01:00.200 that at the end. Thanks
NOTE Confidence: 0.740150696666667

00:01:00.480 --> 00:01:02.671 for that. And that will that will
NOTE Confidence: 0.740150696666667

00:01:02.671 --> 00:01:04.725 wrap up a year of the yes series.
NOTE Confidence: 0.740150696666667

00:01:04.725 --> 00:01:06.160 So. So you can put the next one.
NOTE Confidence: 0.740150696666667

00:01:06.160 --> 00:01:08.160 And Dana you want to

NOTE Confidence: 0.740150696666667
00:01:08.160 --> 00:01:09.760 introduce the person. Yes.
NOTE Confidence: 0.693676968571428
00:01:09.760 --> 00:01:12.476 It's my pleasure to introduce The Lawn
NOTE Confidence: 0.693676968571428
00:01:12.476 --> 00:01:14.857 with Jay Sekara who is a a colleague
NOTE Confidence: 0.693676968571428
00:01:14.857 --> 00:01:17.359 in the Center for Medical Education.
NOTE Confidence: 0.693676968571428
00:01:17.360 --> 00:01:21.504 He's an associate there and has many
NOTE Confidence: 0.693676968571428
00:01:21.504 --> 00:01:25.158 roles including the the director of
NOTE Confidence: 0.693676968571428
00:01:25.158 --> 00:01:27.036 clinical performance improvement.
NOTE Confidence: 0.693676968571428
00:01:27.040 --> 00:01:29.668 I want to make sure I've got say that
NOTE Confidence: 0.693676968571428
00:01:29.668 --> 00:01:32.320 correctly performance improvement
NOTE Confidence: 0.693676968571428
00:01:32.320 --> 00:01:35.435 and also as a course director for
NOTE Confidence: 0.693676968571428
00:01:35.440 --> 00:01:37.978 the longitudinal interprofessional
NOTE Confidence: 0.693676968571428
00:01:37.978 --> 00:01:40.516 longitudinal clinical experience.
NOTE Confidence: 0.693676968571428
00:01:40.520 --> 00:01:43.022 But does spend a lot of time on thinking
NOTE Confidence: 0.693676968571428
00:01:43.022 --> 00:01:45.501 about clinical reasoning has been a
NOTE Confidence: 0.693676968571428
00:01:45.501 --> 00:01:48.006 leader and naturally and internationally
NOTE Confidence: 0.693676968571428

00:01:48.006 --> 00:01:51.465 writing and and speaking about how to
NOTE Confidence: 0.693676968571428

00:01:51.465 --> 00:01:53.755 teach and assess clinical reasoning.
NOTE Confidence: 0.693676968571428

00:01:53.760 --> 00:01:54.880 So we're really excited
NOTE Confidence: 0.693676968571428

00:01:54.880 --> 00:01:56.280 to hear from you today.
NOTE Confidence: 0.693676968571428

00:01:56.280 --> 00:01:57.720 Dylan take it. Add
NOTE Confidence: 0.733638826

00:01:57.720 --> 00:02:01.600 one thing to his biography.
NOTE Confidence: 0.733638826

00:02:01.600 --> 00:02:05.499 I I you some of you may know that
NOTE Confidence: 0.733638826

00:02:05.499 --> 00:02:08.395 four of the students failed the C
NOTE Confidence: 0.733638826

00:02:08.395 --> 00:02:11.344 Oski this year and by a lot and
NOTE Confidence: 0.733638826

00:02:11.344 --> 00:02:13.984 within a couple of months Dylan
NOTE Confidence: 0.733638826

00:02:13.984 --> 00:02:17.199 worked with all four of them and they
NOTE Confidence: 0.733638826

00:02:17.199 --> 00:02:20.880 all passed with very high scores.
NOTE Confidence: 0.823600105

00:02:22.960 --> 00:02:23.880 Yeah we're very we're
NOTE Confidence: 0.823600105

00:02:23.880 --> 00:02:24.800 very excited about that.
NOTE Confidence: 0.823600105

00:02:24.800 --> 00:02:27.160 We found out that news on on Monday.
NOTE Confidence: 0.823600105

00:02:27.160 --> 00:02:28.360 Thanks Michael for setting

NOTE Confidence: 0.823600105

00:02:28.360 --> 00:02:29.538 that up and Edwards.

NOTE Confidence: 0.823600105

00:02:29.538 --> 00:02:32.438 So yeah I I thanks all for coming out as

NOTE Confidence: 0.823600105

00:02:32.438 --> 00:02:35.200 well on this at least if you're in New Haven.

NOTE Confidence: 0.823600105

00:02:35.200 --> 00:02:36.679 Lovely Friday afternoon.

NOTE Confidence: 0.823600105

00:02:36.679 --> 00:02:40.130 I will be talking today about a

NOTE Confidence: 0.823600105

00:02:40.221 --> 00:02:43.038 trainee performance improvement,

NOTE Confidence: 0.823600105

00:02:43.040 --> 00:02:45.576 maybe a new term for some of y'all

NOTE Confidence: 0.823600105

00:02:45.576 --> 00:02:48.198 where we are and where we're going.

NOTE Confidence: 0.823600105

00:02:48.200 --> 00:02:50.387 I do want to take a note that it's

NOTE Confidence: 0.823600105

00:02:50.387 --> 00:02:52.974 also actually match day here and it

NOTE Confidence: 0.823600105

00:02:52.974 --> 00:02:55.119 literally happened outside and you know,

NOTE Confidence: 0.823600105

00:02:55.120 --> 00:02:56.908 I think the idea of performance

NOTE Confidence: 0.823600105

00:02:56.908 --> 00:02:58.100 improvement that we're framing

NOTE Confidence: 0.823600105

00:02:58.155 --> 00:02:59.355 it to have a growth mind.

NOTE Confidence: 0.823600105

00:02:59.360 --> 00:03:02.159 So we'll talk about that a little bit later.

NOTE Confidence: 0.823600105

00:03:02.160 --> 00:03:04.716 It has maybe some negative connotation,
NOTE Confidence: 0.823600105

00:03:04.720 --> 00:03:06.376 but this is the goal, right?
NOTE Confidence: 0.823600105

00:03:06.376 --> 00:03:08.448 The goal is to be outside my
NOTE Confidence: 0.823600105

00:03:08.448 --> 00:03:10.103 office right now watching our
NOTE Confidence: 0.823600105

00:03:10.103 --> 00:03:11.768 learners really thrive and get
NOTE Confidence: 0.823600105

00:03:11.768 --> 00:03:14.039 to the places they want to go as
NOTE Confidence: 0.823600105

00:03:14.040 --> 00:03:16.152 clinicians and healthcare providers.
NOTE Confidence: 0.823600105

00:03:16.152 --> 00:03:19.235 So I just also before we get started,
NOTE Confidence: 0.823600105

00:03:19.240 --> 00:03:21.224 I want to make sure that everybody gets
NOTE Confidence: 0.823600105

00:03:21.224 --> 00:03:23.117 credit for coming out to this session.
NOTE Confidence: 0.823600105

00:03:23.120 --> 00:03:25.878 So make sure to text to your
NOTE Confidence: 0.823600105

00:03:25.878 --> 00:03:27.800 Yale CME phone number,
NOTE Confidence: 0.823600105

00:03:27.800 --> 00:03:29.880 that 9435 number
NOTE Confidence: 0.936474545714286

00:03:32.600 --> 00:03:34.560 38948 again, to get credit for that.
NOTE Confidence: 0.936474545714286

00:03:34.560 --> 00:03:35.848 And I'm sure we'll put that in the
NOTE Confidence: 0.936474545714286

00:03:35.848 --> 00:03:38.228 chat as well, as Linda has done.

NOTE Confidence: 0.936474545714286
00:03:38.228 --> 00:03:40.513 I have a couple disclosures.
NOTE Confidence: 0.936474545714286
00:03:40.520 --> 00:03:42.254 I consult for the National Board
NOTE Confidence: 0.936474545714286
00:03:42.254 --> 00:03:43.819 of Medical Examiners and Glass
NOTE Confidence: 0.936474545714286
00:03:43.819 --> 00:03:45.239 Health on clinical reasoning,
NOTE Confidence: 0.936474545714286
00:03:45.240 --> 00:03:47.720 assessment and artificial intelligence work,
NOTE Confidence: 0.936474545714286
00:03:47.720 --> 00:03:48.928 and let's get started.
NOTE Confidence: 0.936474545714286
00:03:48.928 --> 00:03:50.438 So here are our goals,
NOTE Confidence: 0.936474545714286
00:03:50.440 --> 00:03:52.220 our road map objectives
NOTE Confidence: 0.936474545714286
00:03:52.220 --> 00:03:54.000 for the session today.
NOTE Confidence: 0.936474545714286
00:03:54.000 --> 00:03:56.359 We're gonna describe the current state of
NOTE Confidence: 0.936474545714286
00:03:56.359 --> 00:03:58.320 performance improvement in medical education.
NOTE Confidence: 0.936474545714286
00:03:58.320 --> 00:03:59.832 We're gonna identify different
NOTE Confidence: 0.936474545714286
00:03:59.832 --> 00:04:01.722 types of struggling learners and
NOTE Confidence: 0.936474545714286
00:04:01.722 --> 00:04:03.363 we're gonna explore effective
NOTE Confidence: 0.936474545714286
00:04:03.363 --> 00:04:05.363 processes for identifying them and
NOTE Confidence: 0.936474545714286

00:04:05.363 --> 00:04:07.159 creating plans for them as well.
NOTE Confidence: 0.936474545714286

00:04:07.160 --> 00:04:09.280 So what is performance improvement
NOTE Confidence: 0.936474545714286

00:04:09.280 --> 00:04:11.400 or commonly a more reference
NOTE Confidence: 0.936474545714286

00:04:11.476 --> 00:04:12.960 remediation as a term.
NOTE Confidence: 0.936474545714286

00:04:12.960 --> 00:04:15.040 So there are many ways of defining it.
NOTE Confidence: 0.936474545714286

00:04:15.040 --> 00:04:17.120 Y'all have something in your heads as well,
NOTE Confidence: 0.936474545714286

00:04:17.120 --> 00:04:19.738 but from Doctor Calais out of NYUI
NOTE Confidence: 0.936474545714286

00:04:19.738 --> 00:04:22.182 believe she defined it as facilitating
NOTE Confidence: 0.936474545714286

00:04:22.182 --> 00:04:24.678 a correction for trainees who started
NOTE Confidence: 0.936474545714286

00:04:24.678 --> 00:04:27.519 out on the journey towards becoming
NOTE Confidence: 0.936474545714286

00:04:27.519 --> 00:04:29.403 an excellent health professional
NOTE Confidence: 0.936474545714286

00:04:29.403 --> 00:04:31.760 but have moved off course, right.
NOTE Confidence: 0.936474545714286

00:04:31.760 --> 00:04:33.755 So a goal of becoming a clinician,
NOTE Confidence: 0.936474545714286

00:04:33.760 --> 00:04:35.524 but they just quite haven't gotten
NOTE Confidence: 0.936474545714286

00:04:35.524 --> 00:04:37.548 there yet or they're headed in a
NOTE Confidence: 0.936474545714286

00:04:37.548 --> 00:04:39.120 little bit of a wrong direction.

NOTE Confidence: 0.936474545714286
00:04:39.120 --> 00:04:41.280 So some examples of struggling learners,
NOTE Confidence: 0.936474545714286
00:04:41.280 --> 00:04:42.768 these are some numbers you can
NOTE Confidence: 0.936474545714286
00:04:42.768 --> 00:04:43.760 take it across professions,
NOTE Confidence: 0.936474545714286
00:04:43.760 --> 00:04:45.900 but at least medical students
NOTE Confidence: 0.936474545714286
00:04:45.900 --> 00:04:48.040 from some papers listed below,
NOTE Confidence: 0.936474545714286
00:04:48.040 --> 00:04:50.010 we've seen it documented at
NOTE Confidence: 0.936474545714286
00:04:50.010 --> 00:04:51.620 least as self reported.
NOTE Confidence: 0.936474545714286
00:04:51.620 --> 00:04:54.080 15% of third year medical students
NOTE Confidence: 0.936474545714286
00:04:54.080 --> 00:04:56.039 struggle during their clerkships,
NOTE Confidence: 0.936474545714286
00:04:56.040 --> 00:04:57.320 11% struggle and 4th year.
NOTE Confidence: 0.936474545714286
00:04:57.320 --> 00:04:59.160 I guess that kind of depends on how
NOTE Confidence: 0.936474545714286
00:04:59.160 --> 00:05:00.517 much clinical time they have to,
NOTE Confidence: 0.936474545714286
00:05:00.520 --> 00:05:03.560 amongst other requirements, residents.
NOTE Confidence: 0.936474545714286
00:05:03.560 --> 00:05:06.905 We've see up to almost 20% of
NOTE Confidence: 0.936474545714286
00:05:06.905 --> 00:05:08.365 residents have significant areas
NOTE Confidence: 0.936474545714286

00:05:08.365 --> 00:05:10.800 of difficulty along competencies.
NOTE Confidence: 0.936474545714286

00:05:10.800 --> 00:05:13.128 1520 to 20% of Jimmy trainees
NOTE Confidence: 0.936474545714286

00:05:13.128 --> 00:05:15.680 need some form of remediation
NOTE Confidence: 0.936474545714286

00:05:15.680 --> 00:05:17.344 and residents self identify.
NOTE Confidence: 0.936474545714286

00:05:17.344 --> 00:05:18.592 However performance issues
NOTE Confidence: 0.936474545714286

00:05:18.592 --> 00:05:20.868 only 5 to 6% of the time.
NOTE Confidence: 0.936474545714286

00:05:20.868 --> 00:05:22.524 I will say that second stat
NOTE Confidence: 0.936474545714286

00:05:22.524 --> 00:05:24.360 looks a little bit high for me,
NOTE Confidence: 0.936474545714286

00:05:24.360 --> 00:05:25.600 at least for my knowledge
NOTE Confidence: 0.936474545714286

00:05:25.600 --> 00:05:26.592 of the residency programs,
NOTE Confidence: 0.936474545714286

00:05:26.600 --> 00:05:29.008 but could be defined a little bit
NOTE Confidence: 0.936474545714286

00:05:29.008 --> 00:05:31.280 differently at what that threshold is.
NOTE Confidence: 0.936474545714286

00:05:31.280 --> 00:05:34.592 So for the 25 of us on the call,
NOTE Confidence: 0.936474545714286

00:05:34.600 --> 00:05:35.488 our large group activity,
NOTE Confidence: 0.936474545714286

00:05:35.488 --> 00:05:37.370 I'd like to kind of warm ups up
NOTE Confidence: 0.936474545714286

00:05:37.370 --> 00:05:38.635 and get the conversation started.

NOTE Confidence: 0.936474545714286
00:05:38.640 --> 00:05:39.840 I have my chat open,
NOTE Confidence: 0.936474545714286
00:05:39.840 --> 00:05:42.198 so definitely feel free to throw
NOTE Confidence: 0.936474545714286
00:05:42.200 --> 00:05:44.792 any thoughts in there about this
NOTE Confidence: 0.936474545714286
00:05:44.792 --> 00:05:46.520 exercise or unmute yourself.
NOTE Confidence: 0.936474545714286
00:05:46.520 --> 00:05:48.398 But I wanted to ask you,
NOTE Confidence: 0.936474545714286
00:05:48.400 --> 00:05:50.976 what are some adjectives or examples you
NOTE Confidence: 0.936474545714286
00:05:50.976 --> 00:05:54.238 might use to describe a struggling learner?
NOTE Confidence: 0.826866106666667
00:06:06.000 --> 00:06:07.930 All right, Andres, why don't
NOTE Confidence: 0.826866106666667
00:06:07.930 --> 00:06:10.408 you pick us off? I see Roberts
NOTE Confidence: 0.826866106666667
00:06:10.408 --> 00:06:12.240 says disengaged in there, right.
NOTE Confidence: 0.863086164285714
00:06:13.160 --> 00:06:14.845 Yeah. And I'll continue with
NOTE Confidence: 0.863086164285714
00:06:14.845 --> 00:06:17.080 another one. Yeah. There
NOTE Confidence: 0.892162306
00:06:17.080 --> 00:06:19.800 you go. There you go.
NOTE Confidence: 0.892162306
00:06:19.800 --> 00:06:22.320 So, yeah, some great terms in there.
NOTE Confidence: 0.892162306
00:06:22.320 --> 00:06:23.136 I think, you know,
NOTE Confidence: 0.892162306

00:06:23.136 --> 00:06:24.800 KD has just like a reference standard.
NOTE Confidence: 0.892162306

00:06:24.800 --> 00:06:26.318 Sometimes that's helpful as a gestalt,
NOTE Confidence: 0.892162306

00:06:26.320 --> 00:06:27.850 like not where we'd expect them
NOTE Confidence: 0.892162306

00:06:27.850 --> 00:06:29.599 to be here for their peers.
NOTE Confidence: 0.892162306

00:06:29.600 --> 00:06:30.816 Sometimes, like Claudia mentions,
NOTE Confidence: 0.892162306

00:06:30.816 --> 00:06:32.640 it's just a just a feeling.
NOTE Confidence: 0.892162306

00:06:32.640 --> 00:06:34.040 I think there's value in that too,
NOTE Confidence: 0.892162306

00:06:34.040 --> 00:06:35.640 like why isn't this happening
NOTE Confidence: 0.892162306

00:06:35.640 --> 00:06:36.920 the way they should?
NOTE Confidence: 0.892162306

00:06:36.920 --> 00:06:38.900 You can almost like
NOTE Confidence: 0.892162306

00:06:38.900 --> 00:06:40.880 introspectively think about that.
NOTE Confidence: 0.892162306

00:06:40.880 --> 00:06:42.326 John mentions anxious.
NOTE Confidence: 0.892162306

00:06:42.326 --> 00:06:46.440 We talk about maybe not the greatest insight.
NOTE Confidence: 0.892162306

00:06:46.440 --> 00:06:47.912 And so there are a lot of things
NOTE Confidence: 0.892162306

00:06:47.912 --> 00:06:49.198 that we can do to describe.
NOTE Confidence: 0.892162306

00:06:49.200 --> 00:06:50.558 And here are just some more terms,

NOTE Confidence: 0.892162306

00:06:50.560 --> 00:06:53.360 many of which you describe as well

NOTE Confidence: 0.892162306

00:06:53.360 --> 00:06:55.440 that Doctor Cole had mentioned

NOTE Confidence: 0.892162306

00:06:55.440 --> 00:06:58.159 and it's a really Seminole text

NOTE Confidence: 0.892162306

00:06:58.159 --> 00:07:00.860 around remediation and a lot more

NOTE Confidence: 0.892162306

00:07:00.860 --> 00:07:03.658 when it comes to insight as well.

NOTE Confidence: 0.892162306

00:07:03.658 --> 00:07:07.160 So y'all clearly know it when you see it,

NOTE Confidence: 0.892162306

00:07:07.160 --> 00:07:08.760 when it comes to identifying

NOTE Confidence: 0.892162306

00:07:08.760 --> 00:07:09.400 struggling learners.

NOTE Confidence: 0.892162306

00:07:09.400 --> 00:07:11.716 And now our conversations can be

NOTE Confidence: 0.892162306

00:07:11.716 --> 00:07:13.154 across different frames, right?

NOTE Confidence: 0.892162306

00:07:13.154 --> 00:07:14.798 I mentioned it could be introspective,

NOTE Confidence: 0.892162306

00:07:14.800 --> 00:07:15.838 how you feel.

NOTE Confidence: 0.892162306

00:07:15.838 --> 00:07:18.260 It could be around more general parameters

NOTE Confidence: 0.892162306

00:07:18.328 --> 00:07:20.680 from their knowledge to their outputs,

NOTE Confidence: 0.892162306

00:07:20.680 --> 00:07:21.330 their performance,

NOTE Confidence: 0.892162306

00:07:21.330 --> 00:07:22.955 what are they showing you,
NOTE Confidence: 0.892162306

00:07:22.960 --> 00:07:25.198 how they reflect on their performance,
NOTE Confidence: 0.892162306

00:07:25.200 --> 00:07:28.440 right, Which aren't always concordant
NOTE Confidence: 0.892162306

00:07:28.440 --> 00:07:29.655 what their production is and
NOTE Confidence: 0.892162306

00:07:29.655 --> 00:07:31.400 hopefully it never gets to this point.
NOTE Confidence: 0.892162306

00:07:31.400 --> 00:07:34.634 But that's a reference more to patient
NOTE Confidence: 0.892162306

00:07:34.634 --> 00:07:36.424 care outcomes, the competencies,
NOTE Confidence: 0.892162306

00:07:36.424 --> 00:07:38.572 right from an A/C, GME framework,
NOTE Confidence: 0.892162306

00:07:38.572 --> 00:07:40.835 what we're kind of like growing to at
NOTE Confidence: 0.892162306

00:07:40.835 --> 00:07:42.682 least at the UME level as well, right.
NOTE Confidence: 0.892162306

00:07:42.682 --> 00:07:44.374 We measure them along these and
NOTE Confidence: 0.892162306

00:07:44.374 --> 00:07:45.880 make sure they're progressing.
NOTE Confidence: 0.892162306

00:07:45.880 --> 00:07:47.220 Some might have different
NOTE Confidence: 0.892162306

00:07:47.220 --> 00:07:48.560 frameworks like the reporter,
NOTE Confidence: 0.892162306

00:07:48.560 --> 00:07:49.272 interpreter, manager,
NOTE Confidence: 0.892162306

00:07:49.272 --> 00:07:49.984 educator framework,

NOTE Confidence: 0.892162306

00:07:49.984 --> 00:07:52.120 some a little bit more gestalt.

NOTE Confidence: 0.892162306

00:07:52.120 --> 00:07:54.838 Along those lines we have entrustable

NOTE Confidence: 0.892162306

00:07:54.838 --> 00:07:57.588 professional activities as ways to assess

NOTE Confidence: 0.892162306

00:07:57.588 --> 00:08:00.198 learners again more holistically for tasks.

NOTE Confidence: 0.892162306

00:08:00.200 --> 00:08:00.740 And then,

NOTE Confidence: 0.892162306

00:08:00.740 --> 00:08:01.280 you know,

NOTE Confidence: 0.892162306

00:08:01.280 --> 00:08:03.315 we can think about them moving from

NOTE Confidence: 0.892162306

00:08:03.315 --> 00:08:05.100 novice to expert when realistically

NOTE Confidence: 0.892162306

00:08:05.100 --> 00:08:07.136 we hopefully our learners can at

NOTE Confidence: 0.892162306

00:08:07.136 --> 00:08:08.798 least be competent to some degree,

NOTE Confidence: 0.892162306

00:08:08.800 --> 00:08:10.800 like the competencies mentioned before.

NOTE Confidence: 0.892162306

00:08:10.800 --> 00:08:12.870 So lots of frameworks to thinking

NOTE Confidence: 0.892162306

00:08:12.870 --> 00:08:14.859 about our learners and identifying

NOTE Confidence: 0.892162306

00:08:14.859 --> 00:08:16.479 how they're struggling.

NOTE Confidence: 0.892162306

00:08:16.480 --> 00:08:18.760 But again, we know when we see it,

NOTE Confidence: 0.892162306

00:08:18.760 --> 00:08:21.648 but I think it does matter about that
NOTE Confidence: 0.892162306

00:08:21.648 --> 00:08:24.581 struggle and at what point we identify
NOTE Confidence: 0.892162306

00:08:24.581 --> 00:08:26.711 learners as needing more support,
NOTE Confidence: 0.892162306

00:08:26.720 --> 00:08:27.172 right?
NOTE Confidence: 0.892162306

00:08:27.172 --> 00:08:29.432 Do they actually need to
NOTE Confidence: 0.892162306

00:08:29.432 --> 00:08:31.240 fail before that happens?
NOTE Confidence: 0.892162306

00:08:31.240 --> 00:08:33.106 Are they just below average before
NOTE Confidence: 0.892162306

00:08:33.106 --> 00:08:35.049 we do something about the change
NOTE Confidence: 0.892162306

00:08:35.049 --> 00:08:36.639 their trajectory in some way?
NOTE Confidence: 0.892162306

00:08:36.640 --> 00:08:38.558 Could there be risk factors of sorts?
NOTE Confidence: 0.892162306

00:08:38.560 --> 00:08:39.715 Could it just be how they feel?
NOTE Confidence: 0.892162306

00:08:39.720 --> 00:08:42.033 Or maybe it just we do this for everybody?
NOTE Confidence: 0.892162306

00:08:42.040 --> 00:08:43.648 Maybe we're regularly evaluating
NOTE Confidence: 0.892162306

00:08:43.648 --> 00:08:45.658 our learners regardless of what
NOTE Confidence: 0.892162306

00:08:45.658 --> 00:08:47.623 their evaluation is to make
NOTE Confidence: 0.892162306

00:08:47.623 --> 00:08:49.119 sure that they're progressing.

NOTE Confidence: 0.892162306

00:08:49.120 --> 00:08:51.240 I think another way to do this and you know,

NOTE Confidence: 0.892162306

00:08:51.240 --> 00:08:53.105 we were talking John Andres

NOTE Confidence: 0.892162306

00:08:53.105 --> 00:08:55.400 and I were talking about this.

NOTE Confidence: 0.892162306

00:08:55.400 --> 00:08:56.750 Sometimes you can think about

NOTE Confidence: 0.892162306

00:08:56.750 --> 00:08:58.390 the amount of feedback you have

NOTE Confidence: 0.892162306

00:08:58.390 --> 00:08:59.794 to give your learner as well.

NOTE Confidence: 0.892162306

00:08:59.800 --> 00:09:03.304 So for example, in a perfect world,

NOTE Confidence: 0.892162306

00:09:03.304 --> 00:09:05.726 our learners can reflect on what they

NOTE Confidence: 0.892162306

00:09:05.726 --> 00:09:07.675 did and improve from that, right?

NOTE Confidence: 0.892162306

00:09:07.675 --> 00:09:09.600 So this is kind of what Dana's

NOTE Confidence: 0.892162306

00:09:09.600 --> 00:09:10.150 trying to

NOTE Confidence: 0.875083920625

00:09:10.213 --> 00:09:12.643 really foster in the coaching program, right?

NOTE Confidence: 0.875083920625

00:09:12.643 --> 00:09:14.267 And so you don't really need to do

NOTE Confidence: 0.875083920625

00:09:14.267 --> 00:09:15.719 much talking with your learners.

NOTE Confidence: 0.875083920625

00:09:15.720 --> 00:09:17.440 You just ask them, hey, like how'd that go?

NOTE Confidence: 0.875083920625

00:09:17.440 --> 00:09:19.240 What do you need to work on?
NOTE Confidence: 0.875083920625

00:09:19.240 --> 00:09:21.280 And that's honestly probably a high
NOTE Confidence: 0.875083920625

00:09:21.280 --> 00:09:22.652 performing learning, especially if
NOTE Confidence: 0.875083920625

00:09:22.652 --> 00:09:25.074 they have to do that every time.
NOTE Confidence: 0.875083920625

00:09:25.080 --> 00:09:26.980 Then they're just we give ad hoc tips, right?
NOTE Confidence: 0.875083920625

00:09:26.980 --> 00:09:28.080 Like oh, work on this,
NOTE Confidence: 0.875083920625

00:09:28.080 --> 00:09:29.056 work on this, right.
NOTE Confidence: 0.875083920625

00:09:29.056 --> 00:09:30.520 Like we do that for everybody.
NOTE Confidence: 0.875083920625

00:09:30.520 --> 00:09:31.800 That's why our learn,
NOTE Confidence: 0.875083920625

00:09:31.800 --> 00:09:33.720 our students and trainees are there.
NOTE Confidence: 0.875083920625

00:09:33.720 --> 00:09:37.280 They need to get some sort of feedback.
NOTE Confidence: 0.875083920625

00:09:37.280 --> 00:09:38.364 This is 1 level.
NOTE Confidence: 0.875083920625

00:09:38.364 --> 00:09:39.719 That's a little bit deeper,
NOTE Confidence: 0.875083920625

00:09:39.720 --> 00:09:42.317 but you know it doesn't necessarily mean
NOTE Confidence: 0.875083920625

00:09:42.317 --> 00:09:44.956 a learner needs to go into more formal
NOTE Confidence: 0.875083920625

00:09:44.960 --> 00:09:47.616 performance improvement is frameworks,

NOTE Confidence: 0.875083920625
00:09:47.616 --> 00:09:49.918 schemas. We approach situations.
NOTE Confidence: 0.875083920625
00:09:49.918 --> 00:09:52.648 We're really talking about adaptive
NOTE Confidence: 0.875083920625
00:09:52.648 --> 00:09:54.584 expertise, the master adaptive learner.
NOTE Confidence: 0.875083920625
00:09:54.584 --> 00:09:57.670 And we want our learners to be able to
NOTE Confidence: 0.875083920625
00:09:57.670 --> 00:09:59.875 be put in different situations and still
NOTE Confidence: 0.875083920625
00:09:59.942 --> 00:10:02.172 be able to provide the clinical reasoning,
NOTE Confidence: 0.875083920625
00:10:02.172 --> 00:10:04.840 patient care tasks that they need to.
NOTE Confidence: 0.875083920625
00:10:04.840 --> 00:10:05.665 While having frameworks
NOTE Confidence: 0.875083920625
00:10:05.665 --> 00:10:07.040 for that can be helpful,
NOTE Confidence: 0.875083920625
00:10:07.040 --> 00:10:08.895 some learners might not be able to
NOTE Confidence: 0.875083920625
00:10:08.895 --> 00:10:10.439 connect those dots quite as well.
NOTE Confidence: 0.875083920625
00:10:10.440 --> 00:10:12.812 If you have to model for a learner like, OK,
NOTE Confidence: 0.875083920625
00:10:12.812 --> 00:10:16.120 so actually this is how you need to do it.
NOTE Confidence: 0.875083920625
00:10:16.120 --> 00:10:17.956 And show them how you present,
NOTE Confidence: 0.875083920625
00:10:17.960 --> 00:10:19.928 show them all the time what
NOTE Confidence: 0.875083920625

00:10:19.928 --> 00:10:21.520 they're doing in the OR,
NOTE Confidence: 0.875083920625

00:10:21.520 --> 00:10:23.278 then that might suggest that a
NOTE Confidence: 0.875083920625

00:10:23.278 --> 00:10:25.280 learner needs a little bit more help.
NOTE Confidence: 0.875083920625

00:10:25.280 --> 00:10:27.080 And then there's to the point that a script,
NOTE Confidence: 0.875083920625

00:10:27.080 --> 00:10:29.456 you really need to walk them through exactly
NOTE Confidence: 0.875083920625

00:10:29.456 --> 00:10:31.756 what they need to do to do on their own.
NOTE Confidence: 0.875083920625

00:10:31.760 --> 00:10:34.874 If they're unable to do it by the script,
NOTE Confidence: 0.875083920625

00:10:34.880 --> 00:10:37.440 or even despite giving that
NOTE Confidence: 0.875083920625

00:10:37.440 --> 00:10:38.304 they're still struggling,
NOTE Confidence: 0.875083920625

00:10:38.304 --> 00:10:39.744 then it suggests that our
NOTE Confidence: 0.875083920625

00:10:39.744 --> 00:10:41.199 learners might be in a tough spot.
NOTE Confidence: 0.875083920625

00:10:41.200 --> 00:10:43.475 So there are different points at which,
NOTE Confidence: 0.875083920625

00:10:43.480 --> 00:10:44.560 at least in my experience,
NOTE Confidence: 0.875083920625

00:10:44.560 --> 00:10:46.600 it can be helpful to refer to some
NOTE Confidence: 0.875083920625

00:10:46.600 --> 00:10:48.639 sort of performance improvement.
NOTE Confidence: 0.875083920625

00:10:48.640 --> 00:10:50.744 If you're at the stage where a learner

NOTE Confidence: 0.875083920625
00:10:50.744 --> 00:10:51.950 just constantly needs frameworks
NOTE Confidence: 0.875083920625
00:10:51.950 --> 00:10:53.515 all the time for everything,
NOTE Confidence: 0.875083920625
00:10:53.520 --> 00:10:55.260 they can't put that together
NOTE Confidence: 0.875083920625
00:10:55.260 --> 00:10:55.956 themselves themselves.
NOTE Confidence: 0.875083920625
00:10:55.960 --> 00:10:57.682 That might be a point that they
NOTE Confidence: 0.875083920625
00:10:57.682 --> 00:10:59.592 need a little bit more support if
NOTE Confidence: 0.875083920625
00:10:59.592 --> 00:11:00.984 they really need to have things
NOTE Confidence: 0.875083920625
00:11:00.984 --> 00:11:02.358 shown to them all the time.
NOTE Confidence: 0.875083920625
00:11:02.360 --> 00:11:04.194 And I'll do this with like high
NOTE Confidence: 0.875083920625
00:11:04.194 --> 00:11:05.280 performing learners as well,
NOTE Confidence: 0.875083920625
00:11:05.280 --> 00:11:07.156 sometimes to get just a little bit
NOTE Confidence: 0.875083920625
00:11:07.156 --> 00:11:08.940 more nuance and what they're doing
NOTE Confidence: 0.875083920625
00:11:08.940 --> 00:11:10.794 and to demonstrate that for them.
NOTE Confidence: 0.875083920625
00:11:10.800 --> 00:11:12.200 But if you need to show them
NOTE Confidence: 0.875083920625
00:11:12.200 --> 00:11:13.440 how to do everything,
NOTE Confidence: 0.875083920625

00:11:13.440 --> 00:11:15.480 then that's a suggestion that
NOTE Confidence: 0.875083920625

00:11:15.480 --> 00:11:17.520 they might potentially need more.
NOTE Confidence: 0.875083920625

00:11:17.520 --> 00:11:18.792 And if they need,
NOTE Confidence: 0.875083920625

00:11:18.792 --> 00:11:20.700 if they're at the point where
NOTE Confidence: 0.875083920625

00:11:20.775 --> 00:11:23.079 they need scripts honestly at all,
NOTE Confidence: 0.875083920625

00:11:23.080 --> 00:11:25.369 that suggests that they really should be
NOTE Confidence: 0.875083920625

00:11:25.369 --> 00:11:27.960 in some sort of extra support program.
NOTE Confidence: 0.875083920625

00:11:27.960 --> 00:11:29.968 So I just want to give a framework
NOTE Confidence: 0.875083920625

00:11:29.968 --> 00:11:31.679 because often times we see learners,
NOTE Confidence: 0.875083920625

00:11:31.680 --> 00:11:34.354 we give them feedback and we can't.
NOTE Confidence: 0.875083920625

00:11:34.360 --> 00:11:35.850 It's not necessarily normalized as
NOTE Confidence: 0.875083920625

00:11:35.850 --> 00:11:38.106 far as like when is this point that
NOTE Confidence: 0.875083920625

00:11:38.106 --> 00:11:40.320 I need to talk to a program director,
NOTE Confidence: 0.875083920625

00:11:40.320 --> 00:11:44.198 talk to a course director about that.
NOTE Confidence: 0.875083920625

00:11:44.200 --> 00:11:46.280 So in the large group,
NOTE Confidence: 0.965101756666667

00:11:46.280 --> 00:11:48.821 I also wanted to maybe go through

NOTE Confidence: 0.965101756666667
00:11:48.821 --> 00:11:51.138 a bit of a case and again,
NOTE Confidence: 0.965101756666667
00:11:51.138 --> 00:11:52.992 we already got the ball rolling
NOTE Confidence: 0.965101756666667
00:11:52.992 --> 00:11:54.480 on audience participation.
NOTE Confidence: 0.965101756666667
00:11:54.480 --> 00:11:58.720 So continue to throw comments into that chat.
NOTE Confidence: 0.965101756666667
00:11:58.720 --> 00:12:00.064 But the task that we're going
NOTE Confidence: 0.965101756666667
00:12:00.064 --> 00:12:01.699 through now is we're going to hear
NOTE Confidence: 0.965101756666667
00:12:01.699 --> 00:12:03.073 a case about a struggling learn.
NOTE Confidence: 0.965101756666667
00:12:03.080 --> 00:12:06.077 I've I've tried to make it general enough um
NOTE Confidence: 0.965101756666667
00:12:06.077 --> 00:12:09.395 to gme procedural to general types of fields,
NOTE Confidence: 0.965101756666667
00:12:09.400 --> 00:12:11.300 although I admit I'm an internist, so
NOTE Confidence: 0.965101756666667
00:12:11.300 --> 00:12:14.520 ideas will generally be structured that way.
NOTE Confidence: 0.965101756666667
00:12:14.520 --> 00:12:16.840 We'll brainstorm about referral practices.
NOTE Confidence: 0.965101756666667
00:12:16.840 --> 00:12:19.710 I've hinted at some We'll discuss an
NOTE Confidence: 0.965101756666667
00:12:19.710 --> 00:12:21.672 initial intake or our introduction
NOTE Confidence: 0.965101756666667
00:12:21.672 --> 00:12:24.000 when you first meet your learner,
NOTE Confidence: 0.965101756666667

00:12:24.000 --> 00:12:26.544 and we'll talk about how you
NOTE Confidence: 0.965101756666667

00:12:26.544 --> 00:12:29.080 create a learning plan for them.
NOTE Confidence: 0.965101756666667

00:12:29.080 --> 00:12:30.960 So let's talk about Alex.
NOTE Confidence: 0.965101756666667

00:12:30.960 --> 00:12:34.453 Alex is an intern referred by their
NOTE Confidence: 0.965101756666667

00:12:34.453 --> 00:12:37.120 program director for remediation.
NOTE Confidence: 0.965101756666667

00:12:37.120 --> 00:12:38.880 So on their first rotation,
NOTE Confidence: 0.965101756666667

00:12:38.880 --> 00:12:43.100 it's a Ward's rotation neuro psych medicine.
NOTE Confidence: 0.965101756666667

00:12:43.100 --> 00:12:45.600 They get comments like this.
NOTE Confidence: 0.965101756666667

00:12:45.600 --> 00:12:46.696 It's a hard worker.
NOTE Confidence: 0.965101756666667

00:12:46.696 --> 00:12:48.919 Alex stays late most days of the week.
NOTE Confidence: 0.965101756666667

00:12:48.920 --> 00:12:51.720 Presentations can be disorganized sometimes.
NOTE Confidence: 0.965101756666667

00:12:51.720 --> 00:12:54.230 Miskey information notes are often
NOTE Confidence: 0.965101756666667

00:12:54.230 --> 00:12:56.740 copied forward with old information
NOTE Confidence: 0.965101756666667

00:12:56.820 --> 00:12:59.732 and they're starting to not respond to
NOTE Confidence: 0.965101756666667

00:12:59.732 --> 00:13:02.280 nursing concerns in a timely fashion.
NOTE Confidence: 0.965101756666667

00:13:02.280 --> 00:13:04.629 You can kind of see how this evaluation is

NOTE Confidence: 0.965101756666667
00:13:04.629 --> 00:13:06.839 like starting to plummet as it goes on,
NOTE Confidence: 0.965101756666667
00:13:06.840 --> 00:13:08.550 but you know still some good
NOTE Confidence: 0.965101756666667
00:13:08.550 --> 00:13:10.611 stuff there with at least like
NOTE Confidence: 0.965101756666667
00:13:10.611 --> 00:13:12.315 favourable connotations Block 2,
NOTE Confidence: 0.965101756666667
00:13:12.320 --> 00:13:14.750 we're in clinic now whichever profession
NOTE Confidence: 0.965101756666667
00:13:14.750 --> 00:13:17.280 specialty that we want to choose and
NOTE Confidence: 0.965101756666667
00:13:17.280 --> 00:13:19.158 Alex is showing a positive attitude.
NOTE Confidence: 0.965101756666667
00:13:19.160 --> 00:13:22.676 Clearly Alex cares about their patients,
NOTE Confidence: 0.965101756666667
00:13:22.680 --> 00:13:24.455 but missing some history with
NOTE Confidence: 0.965101756666667
00:13:24.455 --> 00:13:25.875 some limited management plans,
NOTE Confidence: 0.965101756666667
00:13:25.880 --> 00:13:28.440 those notes are not getting closed on time.
NOTE Confidence: 0.965101756666667
00:13:28.440 --> 00:13:30.378 Attendings are gonna have to prompt
NOTE Confidence: 0.965101756666667
00:13:30.378 --> 00:13:32.000 them multiple times for that.
NOTE Confidence: 0.965101756666667
00:13:32.000 --> 00:13:33.555 And they're being behind on
NOTE Confidence: 0.965101756666667
00:13:33.555 --> 00:13:34.799 in basket tasks too,
NOTE Confidence: 0.965101756666667

00:13:34.800 --> 00:13:38.125 which can really build up in the
NOTE Confidence: 0.965101756666667

00:13:38.125 --> 00:13:39.928 outpatient setting. Block 3.
NOTE Confidence: 0.965101756666667

00:13:39.928 --> 00:13:43.320 Now they get to the intensive care unit.
NOTE Confidence: 0.965101756666667

00:13:43.320 --> 00:13:45.220 They seem quite overwhelmed.
NOTE Confidence: 0.965101756666667

00:13:45.220 --> 00:13:47.120 They disappear on rounds.
NOTE Confidence: 0.965101756666667

00:13:47.120 --> 00:13:48.428 I think I saw that actually
NOTE Confidence: 0.965101756666667

00:13:48.428 --> 00:13:49.840 in one of the comments.
NOTE Confidence: 0.965101756666667

00:13:49.840 --> 00:13:51.880 They, like, literally aren't there.
NOTE Confidence: 0.965101756666667

00:13:51.880 --> 00:13:54.764 A learner might be notes are signed
NOTE Confidence: 0.965101756666667

00:13:54.764 --> 00:13:57.238 in the evening or not at all,
NOTE Confidence: 0.965101756666667

00:13:57.240 --> 00:13:58.565 and they didn't really know
NOTE Confidence: 0.965101756666667

00:13:58.565 --> 00:13:59.360 their patience well.
NOTE Confidence: 0.965101756666667

00:13:59.360 --> 00:13:59.966 But, you know,
NOTE Confidence: 0.965101756666667

00:13:59.966 --> 00:14:00.774 it's always tough You
NOTE Confidence: 0.965101756666667

00:14:00.774 --> 00:14:01.600 get something like this.
NOTE Confidence: 0.965101756666667

00:14:01.600 --> 00:14:02.152 Well, you know,

NOTE Confidence: 0.965101756666667
00:14:02.152 --> 00:14:03.879 you want to give the benefit of the doubt.
NOTE Confidence: 0.965101756666667
00:14:03.880 --> 00:14:05.496 They missed several days.
NOTE Confidence: 0.965101756666667
00:14:05.496 --> 00:14:07.920 And so maybe there's something that,
NOTE Confidence: 0.965101756666667
00:14:07.920 --> 00:14:09.010 like a qualifier that would
NOTE Confidence: 0.965101756666667
00:14:09.010 --> 00:14:10.560 be a reason why that happened.
NOTE Confidence: 0.965101756666667
00:14:10.560 --> 00:14:11.996 That would be understandable.
NOTE Confidence: 0.965101756666667
00:14:11.996 --> 00:14:15.032 But they got into an argument with the
NOTE Confidence: 0.965101756666667
00:14:15.032 --> 00:14:16.600 consultant, something she's like, wait, what?
NOTE Confidence: 0.965101756666667
00:14:16.600 --> 00:14:17.106 Like, why?
NOTE Confidence: 0.965101756666667
00:14:17.106 --> 00:14:18.118 Why did that happen?
NOTE Confidence: 0.965101756666667
00:14:18.120 --> 00:14:21.552 Just odd behaviors that might be
NOTE Confidence: 0.965101756666667
00:14:21.552 --> 00:14:24.808 suggestive of something else I And
NOTE Confidence: 0.965101756666667
00:14:24.808 --> 00:14:28.619 then So my question to y'all is what
NOTE Confidence: 0.965101756666667
00:14:28.619 --> 00:14:31.133 more information would you want to
NOTE Confidence: 0.965101756666667
00:14:31.133 --> 00:14:33.466 know about this learner, right.
NOTE Confidence: 0.965101756666667

00:14:33.466 --> 00:14:35.782 So we're thinking about when we
NOTE Confidence: 0.965101756666667

00:14:35.782 --> 00:14:38.278 might refer Alex for extra support.
NOTE Confidence: 0.965101756666667

00:14:38.280 --> 00:14:40.940 Reach out to a supervisor beyond you
NOTE Confidence: 0.965101756666667

00:14:40.940 --> 00:14:44.199 and yourself as an educator on that service.
NOTE Confidence: 0.965101756666667

00:14:44.200 --> 00:14:45.280 What do you want to know?
NOTE Confidence: 0.8281432

00:14:52.000 --> 00:14:52.651 All right, Dana,
NOTE Confidence: 0.8281432

00:14:52.651 --> 00:14:53.953 I know the comments are coming,
NOTE Confidence: 0.8281432

00:14:53.960 --> 00:14:55.600 so I'm going to lead off with you.
NOTE Confidence: 0.8281432

00:14:55.600 --> 00:14:58.126 After we mentioned Claudia was asking
NOTE Confidence: 0.8281432

00:14:58.126 --> 00:15:00.586 about is there something going on
NOTE Confidence: 0.8281432

00:15:00.586 --> 00:15:02.704 in their personal life that could
NOTE Confidence: 0.8281432

00:15:02.704 --> 00:15:04.900 be having an impact, LES, Like,
NOTE Confidence: 0.8281432

00:15:04.900 --> 00:15:07.120 how do they think they're doing?
NOTE Confidence: 0.8281432

00:15:07.120 --> 00:15:08.863 This is a great one to really
NOTE Confidence: 0.8281432

00:15:08.863 --> 00:15:10.160 get at that insight.
NOTE Confidence: 0.8281432

00:15:10.160 --> 00:15:12.626 How's he doing outside of the

NOTE Confidence: 0.8281432

00:15:12.626 --> 00:15:13.413 rotations, right.

NOTE Confidence: 0.8281432

00:15:13.413 --> 00:15:15.278 Like, maybe not personal life.

NOTE Confidence: 0.8281432

00:15:15.280 --> 00:15:17.302 Maybe there might be something else

NOTE Confidence: 0.8281432

00:15:17.302 --> 00:15:19.355 going on that might be affecting

NOTE Confidence: 0.8281432

00:15:19.355 --> 00:15:21.050 them too and do you have anything

NOTE Confidence: 0.8281432

00:15:21.050 --> 00:15:22.575 else that comes to mind when like

NOTE Confidence: 0.8281432

00:15:22.575 --> 00:15:23.859 just things that you want to

NOTE Confidence: 0.8281432

00:15:23.859 --> 00:15:25.269 know about a learner that that

NOTE Confidence: 0.8281432

00:15:25.269 --> 00:15:26.540 have been telltale signs for you.

NOTE Confidence: 0.8281432

00:15:26.540 --> 00:15:26.640 I

NOTE Confidence: 0.912489672727273

00:15:30.080 --> 00:15:32.102 mean people are getting into the

NOTE Confidence: 0.912489672727273

00:15:32.102 --> 00:15:33.960 lot of the background issues.

NOTE Confidence: 0.912489672727273

00:15:33.960 --> 00:15:35.185 I mean asking some of

NOTE Confidence: 0.912489672727273

00:15:35.185 --> 00:15:35.920 those open-ended question,

NOTE Confidence: 0.912489672727273

00:15:35.920 --> 00:15:37.880 you get some of the insight that they

NOTE Confidence: 0.912489672727273

00:15:37.880 --> 00:15:40.038 have into how that they're they're doing.

NOTE Confidence: 0.912489672727273

00:15:40.040 --> 00:15:41.853 And sometimes it can be lack of

NOTE Confidence: 0.912489672727273

00:15:41.853 --> 00:15:43.492 insight versus some of the specific

NOTE Confidence: 0.912489672727273

00:15:43.492 --> 00:15:45.112 domains you're going to go over.

NOTE Confidence: 0.912489672727273

00:15:45.120 --> 00:15:47.226 But like making sure that they've

NOTE Confidence: 0.912489672727273

00:15:47.226 --> 00:15:49.120 covered those other 7DS of

NOTE Confidence: 0.912489672727273

00:15:49.120 --> 00:15:51.150 distraction and drugs and depression

NOTE Confidence: 0.912489672727273

00:15:51.150 --> 00:15:53.600 and the like are are are great.

NOTE Confidence: 0.912489672727273

00:15:53.600 --> 00:15:55.796 The people are thinking about those.

NOTE Confidence: 0.912489672727273

00:15:55.800 --> 00:15:56.080 Yeah,

NOTE Confidence: 0.787530231428571

00:15:56.120 --> 00:15:58.598 that's great. Dana and I also will

NOTE Confidence: 0.787530231428571

00:15:58.600 --> 00:16:01.848 point to Michael as well asking

NOTE Confidence: 0.787530231428571

00:16:01.848 --> 00:16:03.640 about direct observation, right.

NOTE Confidence: 0.787530231428571

00:16:03.640 --> 00:16:07.318 Like especially at the GME level,

NOTE Confidence: 0.787530231428571

00:16:07.320 --> 00:16:08.832 right when so many things are happening

NOTE Confidence: 0.787530231428571

00:16:08.832 --> 00:16:10.479 all the time tasks need to get done,

NOTE Confidence: 0.787530231428571
00:16:10.480 --> 00:16:12.128 you can't observe everything.
NOTE Confidence: 0.787530231428571
00:16:12.128 --> 00:16:14.600 What actually happened was anybody there?
NOTE Confidence: 0.787530231428571
00:16:14.600 --> 00:16:17.918 Do we need to like observe ourselves?
NOTE Confidence: 0.787530231428571
00:16:17.920 --> 00:16:21.196 So a lot of data that we still need
NOTE Confidence: 0.787530231428571
00:16:21.196 --> 00:16:23.719 from Alex as well, but it seems
NOTE Confidence: 0.787530231428571
00:16:23.719 --> 00:16:25.477 like Alex might need some support.
NOTE Confidence: 0.787530231428571
00:16:25.480 --> 00:16:26.480 I'd be interested to hear
NOTE Confidence: 0.787530231428571
00:16:26.480 --> 00:16:27.280 from the audience though.
NOTE Confidence: 0.787530231428571
00:16:27.280 --> 00:16:29.569 At which block do you think we
NOTE Confidence: 0.787530231428571
00:16:29.569 --> 00:16:31.000 should start talking about?
NOTE Confidence: 0.787530231428571
00:16:31.000 --> 00:16:33.380 So if you saw which of these
NOTE Confidence: 0.787530231428571
00:16:33.380 --> 00:16:35.878 evals would you say at what point,
NOTE Confidence: 0.787530231428571
00:16:35.880 --> 00:16:38.776 assuming they came back in a reasonable hour?
NOTE Confidence: 0.787530231428571
00:16:38.776 --> 00:16:40.288 I don't know if we have any
NOTE Confidence: 0.787530231428571
00:16:40.288 --> 00:16:41.280 program directors on the call,
NOTE Confidence: 0.787530231428571

00:16:41.280 --> 00:16:43.120 but like let's say you get an e-mail,
NOTE Confidence: 0.787530231428571

00:16:43.120 --> 00:16:44.236 I don't know,
NOTE Confidence: 0.787530231428571

00:16:44.236 --> 00:16:46.840 two weeks later would be like dreamy.
NOTE Confidence: 0.787530231428571

00:16:46.840 --> 00:16:49.192 What when would you start discussions about
NOTE Confidence: 0.787530231428571

00:16:49.192 --> 00:16:52.000 some sort of performance improvement plan?
NOTE Confidence: 0.787530231428571

00:16:52.000 --> 00:16:53.840 You can just throw that into the chat.
NOTE Confidence: 0.787530231428571

00:16:53.840 --> 00:16:55.891 I want to wait until we get
NOTE Confidence: 0.787530231428571

00:16:55.891 --> 00:16:59.392 at least 7 numbers in there.
NOTE Confidence: 0.787530231428571

00:16:59.392 --> 00:17:01.920 So 123 or not yet.
NOTE Confidence: 0.911768022

00:17:04.960 --> 00:17:08.056 When should we ask if Alex
NOTE Confidence: 0.911768022

00:17:08.056 --> 00:17:11.600 needs some more support? Yep.
NOTE Confidence: 0.911768022

00:17:11.600 --> 00:17:13.076 So Ken makes a good point.
NOTE Confidence: 0.911768022

00:17:13.080 --> 00:17:13.920 Like, you know,
NOTE Confidence: 0.911768022

00:17:13.920 --> 00:17:15.320 first month is always difficult.
NOTE Confidence: 0.911768022

00:17:15.320 --> 00:17:16.880 Transitions outside the
NOTE Confidence: 0.911768022

00:17:16.880 --> 00:17:18.960 hospital are hard enough,

NOTE Confidence: 0.911768022

00:17:18.960 --> 00:17:21.360 let alone inside the hospital.

NOTE Confidence: 0.911768022

00:17:21.360 --> 00:17:23.600 What else?

NOTE Confidence: 0.911768022

00:17:23.600 --> 00:17:27.240 Claudia is on it at least by three.

NOTE Confidence: 0.911768022

00:17:27.240 --> 00:17:28.167 And you know,

NOTE Confidence: 0.911768022

00:17:28.167 --> 00:17:30.746 I think it's always good to just ask

NOTE Confidence: 0.911768022

00:17:30.746 --> 00:17:33.154 be asking how our learners are doing.

NOTE Confidence: 0.911768022

00:17:33.160 --> 00:17:33.985 And you know,

NOTE Confidence: 0.911768022

00:17:33.985 --> 00:17:36.240 Kate mentions like early on like you know,

NOTE Confidence: 0.911768022

00:17:36.240 --> 00:17:38.557 maybe it's not like that like severe,

NOTE Confidence: 0.911768022

00:17:38.560 --> 00:17:39.496 but if there's something

NOTE Confidence: 0.911768022

00:17:39.496 --> 00:17:40.624 low hanging fruit, right,

NOTE Confidence: 0.911768022

00:17:40.624 --> 00:17:42.320 like a disorganization that

NOTE Confidence: 0.911768022

00:17:42.320 --> 00:17:45.000 can be like helpful to move

NOTE Confidence: 0.911768022

00:17:45.000 --> 00:17:48.360 their work along in the future.

NOTE Confidence: 0.911768022

00:17:48.360 --> 00:17:52.120 I think that's a good point too.

NOTE Confidence: 0.911768022

00:17:52.120 --> 00:17:53.038 Any reason why?
NOTE Confidence: 0.911768022

00:17:53.038 --> 00:17:54.874 So I can't mentions one but
NOTE Confidence: 0.911768022

00:17:54.874 --> 00:17:56.754 what about like reasons why
NOTE Confidence: 0.911768022

00:17:56.754 --> 00:17:58.634 not necessarily doing that what
NOTE Confidence: 0.911768022

00:17:58.634 --> 00:18:00.679 kind of like makes you want to
NOTE Confidence: 0.911768022

00:18:00.680 --> 00:18:02.682 hold off Because I I do think
NOTE Confidence: 0.911768022

00:18:02.682 --> 00:18:03.908 there are legitimate reasons
NOTE Confidence: 0.911768022

00:18:03.908 --> 00:18:06.071 why we don't reach out for more
NOTE Confidence: 0.911768022

00:18:06.071 --> 00:18:07.719 support sooner for our learners.
NOTE Confidence: 0.883634532857143

00:18:15.740 --> 00:18:17.476 I know too many people here so we're
NOTE Confidence: 0.883634532857143

00:18:17.476 --> 00:18:19.419 going to start warm approaching people.
NOTE Confidence: 0.883634532857143

00:18:19.420 --> 00:18:20.960 Michael what's been your experience
NOTE Confidence: 0.883634532857143

00:18:20.960 --> 00:18:23.215 like what what is the reason why
NOTE Confidence: 0.883634532857143

00:18:23.215 --> 00:18:25.189 like you feel like learners don't
NOTE Confidence: 0.883634532857143

00:18:25.189 --> 00:18:27.098 necessarily like get referred early on.
NOTE Confidence: 0.883634532857143

00:18:27.100 --> 00:18:28.580 It might be from like the faculty end.

NOTE Confidence: 0.883634532857143
00:18:28.580 --> 00:18:29.735 It might be from the learning end.
NOTE Confidence: 0.883634532857143
00:18:29.740 --> 00:18:31.980 But as the head of the CSA committee,
NOTE Confidence: 0.883634532857143
00:18:31.980 --> 00:18:32.820 what do you find?
NOTE Confidence: 0.5300978533333333
00:18:33.540 --> 00:18:37.000 I mean, some sometimes
NOTE Confidence: 0.914148216923077
00:18:37.000 --> 00:18:39.345 the students or the supervisors
NOTE Confidence: 0.914148216923077
00:18:39.345 --> 00:18:41.221 are concerned about this
NOTE Confidence: 0.914148216923077
00:18:41.221 --> 00:18:43.239 forward flow of information.
NOTE Confidence: 0.914148216923077
00:18:43.240 --> 00:18:45.520 And and as you know,
NOTE Confidence: 0.914148216923077
00:18:45.520 --> 00:18:47.200 as helpful as it could be,
NOTE Confidence: 0.914148216923077
00:18:47.200 --> 00:18:51.382 there's a fear that it would
NOTE Confidence: 0.914148216923077
00:18:51.382 --> 00:18:53.473 bias subsequent observers.
NOTE Confidence: 0.914148216923077
00:18:53.480 --> 00:18:56.678 And that's often a unfortunate barrier.
NOTE Confidence: 0.773297188
00:18:57.600 --> 00:18:59.280 It's a double edged sword, right?
NOTE Confidence: 0.773297188
00:18:59.280 --> 00:19:01.840 The educational hand off.
NOTE Confidence: 0.773297188
00:19:01.840 --> 00:19:03.970 There's always concerns about just how
NOTE Confidence: 0.773297188

00:19:03.970 --> 00:19:06.599 this will impact the trainee themselves.
NOTE Confidence: 0.773297188

00:19:06.600 --> 00:19:08.448 Could just could they be probably
NOTE Confidence: 0.773297188

00:19:08.448 --> 00:19:10.285 just going through like a thing
NOTE Confidence: 0.773297188

00:19:10.285 --> 00:19:11.640 during this period of time?
NOTE Confidence: 0.773297188

00:19:11.640 --> 00:19:13.092 Either the setting is tough for
NOTE Confidence: 0.773297188

00:19:13.092 --> 00:19:14.448 them or they're going through
NOTE Confidence: 0.773297188

00:19:14.448 --> 00:19:16.173 something that they outside the
NOTE Confidence: 0.773297188

00:19:16.173 --> 00:19:18.630 hospital that was able to be remedied
NOTE Confidence: 0.773297188

00:19:18.701 --> 00:19:20.716 quickly and they're doing fine,
NOTE Confidence: 0.773297188

00:19:20.720 --> 00:19:22.000 but then bringing attention.
NOTE Confidence: 0.773297188

00:19:22.000 --> 00:19:25.120 This could like start making them feel worse.
NOTE Confidence: 0.596330556

00:19:26.120 --> 00:19:28.360 In the perfect learning environment.
NOTE Confidence: 0.596330556

00:19:28.360 --> 00:19:29.440 It wouldn't be an issue.
NOTE Confidence: 0.816980622222222

00:19:31.080 --> 00:19:33.088 And so exactly so.
NOTE Confidence: 0.816980622222222

00:19:33.088 --> 00:19:35.598 Sandra mentioned the same thing,
NOTE Confidence: 0.816980622222222

00:19:35.600 --> 00:19:39.200 Feeling, fear, being judged too early.

NOTE Confidence: 0.8169806222222222
00:19:39.200 --> 00:19:41.330 Robert was mentioning not wanting their
NOTE Confidence: 0.8169806222222222
00:19:41.330 --> 00:19:43.400 supervisors to think badly about them.
NOTE Confidence: 0.8169806222222222
00:19:43.400 --> 00:19:44.852 Future letters of recommendation.
NOTE Confidence: 0.8169806222222222
00:19:44.852 --> 00:19:47.400 This is a tricky thing as well,
NOTE Confidence: 0.8169806222222222
00:19:47.400 --> 00:19:49.514 especially once we get to certain stages.
NOTE Confidence: 0.8169806222222222
00:19:49.520 --> 00:19:51.400 There's a performative aspect too.
NOTE Confidence: 0.8169806222222222
00:19:51.400 --> 00:19:53.115 And a lot of times our learners,
NOTE Confidence: 0.8169806222222222
00:19:53.120 --> 00:19:55.612 you know, are scared to show they
NOTE Confidence: 0.8169806222222222
00:19:55.612 --> 00:19:57.760 don't know until it's too late.
NOTE Confidence: 0.8169806222222222
00:19:57.760 --> 00:19:59.308 And so there's a certain, like,
NOTE Confidence: 0.8169806222222222
00:19:59.308 --> 00:20:01.396 almost like hiding that can happen,
NOTE Confidence: 0.8169806222222222
00:20:01.400 --> 00:20:03.920 which makes it even harder as a factor,
NOTE Confidence: 0.8169806222222222
00:20:03.920 --> 00:20:06.192 I'll just say for any of y'all when
NOTE Confidence: 0.8169806222222222
00:20:06.192 --> 00:20:08.157 you're thinking about your success team.
NOTE Confidence: 0.8169806222222222
00:20:08.160 --> 00:20:10.680 There are a lot of people involved,
NOTE Confidence: 0.8169806222222222

00:20:10.680 --> 00:20:13.713 so it's not just one person making the call.
NOTE Confidence: 0.8169806222222222

00:20:13.720 --> 00:20:15.600 We're often triangulating this together,
NOTE Confidence: 0.8169806222222222

00:20:15.600 --> 00:20:17.400 both in our assessment and in
NOTE Confidence: 0.8169806222222222

00:20:17.400 --> 00:20:19.160 our support for our learner.
NOTE Confidence: 0.8169806222222222

00:20:19.160 --> 00:20:20.784 But here at Yale,
NOTE Confidence: 0.8169806222222222

00:20:20.784 --> 00:20:23.704 here are some examples of resources and
NOTE Confidence: 0.8169806222222222

00:20:23.704 --> 00:20:26.896 you can probably find some analogy in where
NOTE Confidence: 0.8169806222222222

00:20:26.896 --> 00:20:29.105 what your institution's programs processes.
NOTE Confidence: 0.8169806222222222

00:20:29.105 --> 00:20:31.955 So around the EO medical students,
NOTE Confidence: 0.8169806222222222

00:20:31.960 --> 00:20:33.676 we have their course directors there.
NOTE Confidence: 0.8169806222222222

00:20:33.680 --> 00:20:34.517 And within those,
NOTE Confidence: 0.8169806222222222

00:20:34.517 --> 00:20:35.912 the faculty who might be
NOTE Confidence: 0.8169806222222222

00:20:35.912 --> 00:20:37.440 working more closely with them.
NOTE Confidence: 0.8169806222222222

00:20:37.440 --> 00:20:38.242 For us,
NOTE Confidence: 0.8169806222222222

00:20:38.242 --> 00:20:40.648 we have a pretty broad student
NOTE Confidence: 0.8169806222222222

00:20:40.648 --> 00:20:42.792 affairs program with myself being

NOTE Confidence: 0.8169806222222222

00:20:42.792 --> 00:20:45.318 part of our academic support team

NOTE Confidence: 0.8169806222222222

00:20:45.320 --> 00:20:47.840 with Andrea our learning specialist.

NOTE Confidence: 0.8169806222222222

00:20:47.840 --> 00:20:50.876 There's also other leadership students here,

NOTE Confidence: 0.8169806222222222

00:20:50.880 --> 00:20:52.364 like Angela was mentioning,

NOTE Confidence: 0.8169806222222222

00:20:52.364 --> 00:20:53.477 they're high performers,

NOTE Confidence: 0.8169806222222222

00:20:53.480 --> 00:20:54.880 they're doing really neat stuff.

NOTE Confidence: 0.8169806222222222

00:20:54.880 --> 00:20:57.592 And sometimes you'll have MDPHDS,

NOTE Confidence: 0.8169806222222222

00:20:57.592 --> 00:20:59.000 MB, A program directors,

NOTE Confidence: 0.8169806222222222

00:20:59.000 --> 00:21:00.970 other leadership who has staked

NOTE Confidence: 0.8169806222222222

00:21:00.970 --> 00:21:03.600 them and wants to help as well.

NOTE Confidence: 0.8169806222222222

00:21:03.600 --> 00:21:06.512 The coaching program that we have another

NOTE Confidence: 0.8169806222222222

00:21:06.512 --> 00:21:09.836 layer that we're adding into what we do here.

NOTE Confidence: 0.8169806222222222

00:21:09.840 --> 00:21:12.996 We also have our Dice program.

NOTE Confidence: 0.8169806222222222

00:21:13.000 --> 00:21:14.680 Students individually might have mentors

NOTE Confidence: 0.8169806222222222

00:21:14.680 --> 00:21:17.319 that they work with at different levels,

NOTE Confidence: 0.8169806222222222

00:21:17.320 --> 00:21:18.068 clinical research,
NOTE Confidence: 0.8169806222222222

00:21:18.068 --> 00:21:18.442 education.
NOTE Confidence: 0.8169806222222222

00:21:18.442 --> 00:21:20.312 It's also important to note
NOTE Confidence: 0.8169806222222222

00:21:20.312 --> 00:21:22.183 that we have other services is
NOTE Confidence: 0.8169806222222222

00:21:22.183 --> 00:21:24.120 a nice part of being at Yale.
NOTE Confidence: 0.8169806222222222

00:21:24.120 --> 00:21:26.115 We have accessibility services for
NOTE Confidence: 0.8169806222222222

00:21:26.115 --> 00:21:28.941 learners who have some sort of learning
NOTE Confidence: 0.8169806222222222

00:21:28.941 --> 00:21:31.221 disability or they're they need to
NOTE Confidence: 0.8169806222222222

00:21:31.221 --> 00:21:33.723 be diagnosed if we realize that the
NOTE Confidence: 0.8169806222222222

00:21:33.723 --> 00:21:35.895 learner might be struggling a lot.
NOTE Confidence: 0.8169806222222222

00:21:35.895 --> 00:21:37.380 And of course,
NOTE Confidence: 0.8169806222222222

00:21:37.380 --> 00:21:40.400 outside of the clinic, the hospital,
NOTE Confidence: 0.8169806222222222

00:21:40.400 --> 00:21:41.960 the classroom setting,
NOTE Confidence: 0.8169806222222222

00:21:41.960 --> 00:21:42.953 the healthcare providers,
NOTE Confidence: 0.8169806222222222

00:21:42.953 --> 00:21:44.939 family and friends will also play
NOTE Confidence: 0.8169806222222222

00:21:44.939 --> 00:21:47.021 a really important role in helping

NOTE Confidence: 0.816980622222222

00:21:47.021 --> 00:21:48.850 our students with their journey.

NOTE Confidence: 0.816980622222222

00:21:48.850 --> 00:21:51.280 This is not quite as beautiful,

NOTE Confidence: 0.816980622222222

00:21:51.280 --> 00:21:51.664 Dana,

NOTE Confidence: 0.816980622222222

00:21:51.664 --> 00:21:54.736 as your figure as far as the different

NOTE Confidence: 0.816980622222222

00:21:54.736 --> 00:21:57.196 parts of the learning triage go.

NOTE Confidence: 0.816980622222222

00:21:57.200 --> 00:21:59.503 But at least when it comes to

NOTE Confidence: 0.816980622222222

00:21:59.503 --> 00:22:01.120 the learners that we have,

NOTE Confidence: 0.816980622222222

00:22:01.120 --> 00:22:02.704 there are a number of ways

NOTE Confidence: 0.816980622222222

00:22:02.704 --> 00:22:05.360 that they can get to us in the

NOTE Confidence: 0.816980622222222

00:22:05.360 --> 00:22:06.515 performance improvement program.

NOTE Confidence: 0.816980622222222

00:22:06.520 --> 00:22:10.356 So students, they work with their faculty,

NOTE Confidence: 0.816980622222222

00:22:10.360 --> 00:22:11.680 they get feedback there.

NOTE Confidence: 0.816980622222222

00:22:11.680 --> 00:22:13.660 The faculty can also feed forward

NOTE Confidence: 0.816980622222222

00:22:13.717 --> 00:22:15.661 flow to the coaches and the

NOTE Confidence: 0.816980622222222

00:22:15.661 --> 00:22:16.957 potential of Dean's advisors.

NOTE Confidence: 0.816980622222222

00:22:16.960 --> 00:22:18.640 If there are struggles,
NOTE Confidence: 0.8169806222222222

00:22:18.640 --> 00:22:20.740 usually it's at the faculty
NOTE Confidence: 0.8169806222222222

00:22:20.740 --> 00:22:23.235 should be able by policy to meet
NOTE Confidence: 0.8169806222222222

00:22:23.235 --> 00:22:25.080 with the learners at first,
NOTE Confidence: 0.8169806222222222

00:22:25.080 --> 00:22:26.157 if they're struggling,
NOTE Confidence: 0.8169806222222222

00:22:26.157 --> 00:22:28.670 give them feedback and then talk to
NOTE Confidence: 0.8169806222222222

00:22:28.741 --> 00:22:30.846 the course directors so students
NOTE Confidence: 0.8169806222222222

00:22:30.846 --> 00:22:32.951 aren't surprised when that happens.
NOTE Confidence: 0.8169806222222222

00:22:32.960 --> 00:22:34.689 And then if a learner for whatever
NOTE Confidence: 0.8169806222222222

00:22:34.689 --> 00:22:35.832 reason is struggling basic
NOTE Confidence: 0.8169806222222222

00:22:35.832 --> 00:22:36.879 science clinical courses,
NOTE Confidence: 0.8169806222222222

00:22:36.880 --> 00:22:38.380 then they can move on to
NOTE Confidence: 0.8169806222222222

00:22:38.380 --> 00:22:39.380 the coaches or the
NOTE Confidence: 0.86663826125

00:22:39.440 --> 00:22:41.360 advisors here about that as well.
NOTE Confidence: 0.86663826125

00:22:41.360 --> 00:22:43.388 Now where we get involved is
NOTE Confidence: 0.86663826125

00:22:43.388 --> 00:22:44.402 almost exclusively through

NOTE Confidence: 0.86663826125

00:22:44.402 --> 00:22:46.117 the advisors or the course.

NOTE Confidence: 0.86663826125

00:22:46.120 --> 00:22:48.160 Directors will mention to the advisors

NOTE Confidence: 0.86663826125

00:22:48.160 --> 00:22:51.216 will talk to us if a learner really

NOTE Confidence: 0.86663826125

00:22:51.216 --> 00:22:54.525 needs a lot of support outside their

NOTE Confidence: 0.86663826125

00:22:54.525 --> 00:22:57.237 regular educational support teams.

NOTE Confidence: 0.86663826125

00:22:57.240 --> 00:22:58.480 And that's when they referred

NOTE Confidence: 0.86663826125

00:22:58.480 --> 00:23:00.360 them to us for an assessment,

NOTE Confidence: 0.86663826125

00:23:00.360 --> 00:23:04.440 a learning plan and a reassessment as well.

NOTE Confidence: 0.86663826125

00:23:04.440 --> 00:23:06.176 I'll pause for just a second to

NOTE Confidence: 0.86663826125

00:23:06.176 --> 00:23:08.591 catch up on my chat and make sure

NOTE Confidence: 0.86663826125

00:23:08.591 --> 00:23:10.440 I'm reading John's question. Well,

NOTE Confidence: 0.78597716

00:23:20.440 --> 00:23:22.400 you know, John, you make a good

NOTE Confidence: 0.78597716

00:23:22.400 --> 00:23:24.444 point about, you know, at what,

NOTE Confidence: 0.78597716

00:23:24.444 --> 00:23:26.670 like how much are we honestly

NOTE Confidence: 0.78597716

00:23:26.754 --> 00:23:29.460 allowed to know as educators, right.

NOTE Confidence: 0.78597716

00:23:29.460 --> 00:23:31.300 If it's something that's
NOTE Confidence: 0.78597716

00:23:31.300 --> 00:23:33.600 going on outside their life,
NOTE Confidence: 0.78597716

00:23:33.600 --> 00:23:35.694 it might be really personal, right?
NOTE Confidence: 0.78597716

00:23:35.694 --> 00:23:38.312 And you know, I think on the
NOTE Confidence: 0.78597716

00:23:38.312 --> 00:23:40.628 one hand you want to respect the
NOTE Confidence: 0.78597716

00:23:40.628 --> 00:23:41.856 private and everybody deserves
NOTE Confidence: 0.78597716

00:23:41.856 --> 00:23:43.800 to have their privacy respected.
NOTE Confidence: 0.78597716

00:23:43.800 --> 00:23:45.557 But when we're working in clinical settings,
NOTE Confidence: 0.78597716

00:23:45.560 --> 00:23:48.560 right, like these are highest stakes, right?
NOTE Confidence: 0.78597716

00:23:48.560 --> 00:23:49.400 And you know,
NOTE Confidence: 0.78597716

00:23:49.400 --> 00:23:51.879 especially if you get to the GME level
NOTE Confidence: 0.78597716

00:23:51.879 --> 00:23:54.166 and they're affecting patient care, right.
NOTE Confidence: 0.78597716

00:23:54.166 --> 00:23:56.396 I think that's worth noting.
NOTE Confidence: 0.78597716

00:23:56.400 --> 00:24:01.176 And so I think you can it's part
NOTE Confidence: 0.78597716

00:24:01.176 --> 00:24:03.000 of the and we can talk about the
NOTE Confidence: 0.78597716

00:24:03.062 --> 00:24:04.857 learning more about the learner

NOTE Confidence: 0.78597716

00:24:04.857 --> 00:24:06.652 in that introductory stage usually

NOTE Confidence: 0.78597716

00:24:06.710 --> 00:24:08.540 identify like more just the outputs

NOTE Confidence: 0.78597716

00:24:08.540 --> 00:24:10.402 like this learner is not where they

NOTE Confidence: 0.78597716

00:24:10.402 --> 00:24:12.558 need to be right now to the point that

NOTE Confidence: 0.78597716

00:24:12.558 --> 00:24:14.358 they can't safely care for patients,

NOTE Confidence: 0.78597716

00:24:14.360 --> 00:24:16.580 they can't meet whatever major

NOTE Confidence: 0.78597716

00:24:16.580 --> 00:24:19.640 tasks that they have a step exam

NOTE Confidence: 0.78597716

00:24:19.640 --> 00:24:21.760 an oski that they have.

NOTE Confidence: 0.78597716

00:24:21.760 --> 00:24:24.206 And so then I think, you know,

NOTE Confidence: 0.78597716

00:24:24.206 --> 00:24:26.144 it's more of an open-ended discussion

NOTE Confidence: 0.78597716

00:24:26.144 --> 00:24:27.982 with the learners about, hey,

NOTE Confidence: 0.78597716

00:24:27.982 --> 00:24:30.078 what do you think could be going on?

NOTE Confidence: 0.78597716

00:24:30.080 --> 00:24:33.052 I personally tell my learners,

NOTE Confidence: 0.78597716

00:24:33.052 --> 00:24:35.716 especially because I'm in this unique

NOTE Confidence: 0.78597716

00:24:35.716 --> 00:24:38.135 role where it's not something that

NOTE Confidence: 0.78597716

00:24:38.135 --> 00:24:40.110 necessarily goes on any transcripts
NOTE Confidence: 0.78597716

00:24:40.171 --> 00:24:42.474 or anything that anybody work with us,
NOTE Confidence: 0.78597716

00:24:42.480 --> 00:24:43.110 work with me.
NOTE Confidence: 0.78597716

00:24:43.110 --> 00:24:44.472 But I tell my learners, hey,
NOTE Confidence: 0.78597716

00:24:44.472 --> 00:24:45.720 help me, help you.
NOTE Confidence: 0.78597716

00:24:45.720 --> 00:24:47.520 Like if there's any way I
NOTE Confidence: 0.78597716

00:24:47.520 --> 00:24:48.720 can advocate for you,
NOTE Confidence: 0.78597716

00:24:48.720 --> 00:24:49.480 if there's things that
NOTE Confidence: 0.78597716

00:24:49.480 --> 00:24:50.240 are affecting your life,
NOTE Confidence: 0.78597716

00:24:50.240 --> 00:24:53.255 I can't say that I'll solve it, but we are.
NOTE Confidence: 0.78597716

00:24:53.255 --> 00:24:55.445 We've all been through these things
NOTE Confidence: 0.78597716

00:24:55.445 --> 00:24:58.117 before and it certainly wouldn't be like
NOTE Confidence: 0.78597716

00:24:58.120 --> 00:25:00.794 without beyond the realm of like normal,
NOTE Confidence: 0.78597716

00:25:00.800 --> 00:25:02.400 regular for those things too.
NOTE Confidence: 0.78597716

00:25:02.400 --> 00:25:04.515 So and then I just encourage them to share.
NOTE Confidence: 0.78597716

00:25:04.520 --> 00:25:06.312 And I'll say, John, you never know

NOTE Confidence: 0.78597716

00:25:06.312 --> 00:25:08.118 exactly what goes on in people's life.

NOTE Confidence: 0.78597716

00:25:08.120 --> 00:25:12.333 But I feel like at least the big things I've

NOTE Confidence: 0.78597716

00:25:12.333 --> 00:25:16.324 gotten surprised maybe like 5% of the time,

NOTE Confidence: 0.78597716

00:25:16.324 --> 00:25:17.866 10% of the time where

NOTE Confidence: 0.78597716

00:25:17.866 --> 00:25:19.396 something will come up later.

NOTE Confidence: 0.78597716

00:25:19.400 --> 00:25:20.006 And I'll say,

NOTE Confidence: 0.78597716

00:25:20.006 --> 00:25:20.208 hey,

NOTE Confidence: 0.78597716

00:25:20.208 --> 00:25:21.920 like why didn't you let me know that,

NOTE Confidence: 0.78597716

00:25:21.920 --> 00:25:23.540 you know that that would have

NOTE Confidence: 0.78597716

00:25:23.540 --> 00:25:25.091 been really helpful for me to

NOTE Confidence: 0.78597716

00:25:25.091 --> 00:25:26.554 help talk out with you as well.

NOTE Confidence: 0.78597716

00:25:26.560 --> 00:25:27.960 Does that answer your question, John?

NOTE Confidence: 0.9249588

00:25:30.240 --> 00:25:32.773 Yes, thanks. Very thorough, Sir.

NOTE Confidence: 0.9249588

00:25:32.773 --> 00:25:35.438 Thanks. It's such a balance.

NOTE Confidence: 0.9249588

00:25:35.440 --> 00:25:38.545 So when I'm talking about my

NOTE Confidence: 0.9249588

00:25:38.545 --> 00:25:39.400 initial evaluation process,
NOTE Confidence: 0.9249588

00:25:39.400 --> 00:25:41.320 John, this is a great segue.
NOTE Confidence: 0.9249588

00:25:41.320 --> 00:25:43.114 I first think about what is
NOTE Confidence: 0.9249588

00:25:43.114 --> 00:25:45.091 happening and this is if it's
NOTE Confidence: 0.9249588

00:25:45.091 --> 00:25:46.515 like a progressive process,
NOTE Confidence: 0.9249588

00:25:46.520 --> 00:25:48.185 right, Like a resident still
NOTE Confidence: 0.9249588

00:25:48.185 --> 00:25:49.800 on like their rotations, right.
NOTE Confidence: 0.9249588

00:25:49.800 --> 00:25:52.040 Maybe a student like finishes at the end.
NOTE Confidence: 0.9249588

00:25:52.040 --> 00:25:53.548 So it's what happened.
NOTE Confidence: 0.9249588

00:25:53.548 --> 00:25:56.960 But I try my best to triangulate.
NOTE Confidence: 0.9249588

00:25:56.960 --> 00:25:59.998 What are the things that are bringing,
NOTE Confidence: 0.9249588

00:26:00.000 --> 00:26:02.865 what is the situation around
NOTE Confidence: 0.9249588

00:26:02.865 --> 00:26:04.550 these this bad feedback,
NOTE Confidence: 0.9249588

00:26:04.550 --> 00:26:06.770 these evaluations that are so far
NOTE Confidence: 0.9249588

00:26:06.770 --> 00:26:08.692 this like performance that isn't
NOTE Confidence: 0.9249588

00:26:08.692 --> 00:26:11.358 that is less than expected at that

NOTE Confidence: 0.9249588

00:26:11.358 --> 00:26:13.920 time the situation then I think

NOTE Confidence: 0.9249588

00:26:13.920 --> 00:26:15.668 about extrinsic factors, external.

NOTE Confidence: 0.9249588

00:26:15.668 --> 00:26:17.824 So what is going on around the

NOTE Confidence: 0.9249588

00:26:17.824 --> 00:26:19.840 learn like many of you mentioned,

NOTE Confidence: 0.9249588

00:26:19.840 --> 00:26:20.285 right,

NOTE Confidence: 0.9249588

00:26:20.285 --> 00:26:23.400 like family crises that could be happening,

NOTE Confidence: 0.9249588

00:26:23.400 --> 00:26:24.230 financial insecurity,

NOTE Confidence: 0.9249588

00:26:24.230 --> 00:26:26.720 These are just some of the

NOTE Confidence: 0.9249588

00:26:26.720 --> 00:26:29.031 things that have come back up

NOTE Confidence: 0.9249588

00:26:29.031 --> 00:26:30.796 in my working with learners.

NOTE Confidence: 0.9249588

00:26:30.800 --> 00:26:32.720 Then I think about what are

NOTE Confidence: 0.9249588

00:26:32.720 --> 00:26:34.422 more intrinsic aspects of the

NOTE Confidence: 0.9249588

00:26:34.422 --> 00:26:36.202 learner themselves and there are

NOTE Confidence: 0.9249588

00:26:36.202 --> 00:26:38.359 different ways you can split this,

NOTE Confidence: 0.9249588

00:26:38.360 --> 00:26:39.012 categorize these.

NOTE Confidence: 0.9249588

00:26:39.012 --> 00:26:41.294 I think a big category broadly is
NOTE Confidence: 0.9249588

00:26:41.294 --> 00:26:43.764 health that we think of that everybody
NOTE Confidence: 0.9249588

00:26:43.764 --> 00:26:45.156 has mentioned physical health,
NOTE Confidence: 0.9249588

00:26:45.160 --> 00:26:47.120 mental health,
NOTE Confidence: 0.9249588

00:26:47.120 --> 00:26:49.528 other aspects to you know where I'm
NOTE Confidence: 0.9249588

00:26:49.528 --> 00:26:51.233 becoming more familiar and still
NOTE Confidence: 0.9249588

00:26:51.233 --> 00:26:53.087 hoping to learn more about learning
NOTE Confidence: 0.9249588

00:26:53.087 --> 00:26:55.049 disabilities that come up and are
NOTE Confidence: 0.9249588

00:26:55.049 --> 00:26:56.679 being diagnosed earlier and earlier.
NOTE Confidence: 0.9249588

00:26:56.680 --> 00:26:58.129 But we're doing that as well even
NOTE Confidence: 0.9249588

00:26:58.129 --> 00:26:59.360 at the medical school level.
NOTE Confidence: 0.9249588

00:26:59.360 --> 00:27:01.376 So I want to de stigmatize that a
NOTE Confidence: 0.9249588

00:27:01.376 --> 00:27:03.270 bit and saying our learners are
NOTE Confidence: 0.9249588

00:27:03.270 --> 00:27:05.723 incredible and they can get to Yale
NOTE Confidence: 0.9249588

00:27:05.723 --> 00:27:07.718 Medical School and these highest
NOTE Confidence: 0.9249588

00:27:07.718 --> 00:27:09.760 level of residency programs without

NOTE Confidence: 0.9249588
00:27:09.760 --> 00:27:11.520 even having something diagnosed
NOTE Confidence: 0.9249588
00:27:11.520 --> 00:27:13.720 or having been diagnosed and
NOTE Confidence: 0.9249588
00:27:13.791 --> 00:27:15.799 getting interventions for that.
NOTE Confidence: 0.9249588
00:27:15.800 --> 00:27:18.474 I think 1 common thing we think
NOTE Confidence: 0.9249588
00:27:18.474 --> 00:27:20.608 about is whether it's like
NOTE Confidence: 0.9249588
00:27:20.608 --> 00:27:21.520 personality characteristics,
NOTE Confidence: 0.9249588
00:27:21.520 --> 00:27:24.592 personal characteristics around organization,
NOTE Confidence: 0.9249588
00:27:24.592 --> 00:27:26.638 communication, these come up all the time.
NOTE Confidence: 0.9249588
00:27:26.640 --> 00:27:28.490 Communication you more see in
NOTE Confidence: 0.9249588
00:27:28.490 --> 00:27:29.600 things like professionalism,
NOTE Confidence: 0.9249588
00:27:29.600 --> 00:27:32.498 organization and outputs like
NOTE Confidence: 0.9249588
00:27:32.498 --> 00:27:33.734 efficiency that aren't quite
NOTE Confidence: 0.9249588
00:27:33.734 --> 00:27:35.360 happening the way they should.
NOTE Confidence: 0.9249588
00:27:35.360 --> 00:27:37.940 The insight one is again something
NOTE Confidence: 0.9249588
00:27:37.940 --> 00:27:40.679 that is intrinsic to the learner.
NOTE Confidence: 0.9249588

00:27:40.680 --> 00:27:43.205 It's really tough to build
NOTE Confidence: 0.9249588

00:27:43.205 --> 00:27:44.720 that reflective process,
NOTE Confidence: 0.9249588

00:27:44.720 --> 00:27:46.520 but can a learner identify
NOTE Confidence: 0.9249588

00:27:46.520 --> 00:27:47.600 where they're struggling?
NOTE Confidence: 0.9249588

00:27:47.600 --> 00:27:49.445 Because I've had learners who
NOTE Confidence: 0.9249588

00:27:49.445 --> 00:27:51.840 have all the other three aspects
NOTE Confidence: 0.9249588

00:27:51.840 --> 00:27:53.568 that I'm mentioning here.
NOTE Confidence: 0.9249588

00:27:53.568 --> 00:27:54.000 OK.
NOTE Confidence: 0.9249588

00:27:54.000 --> 00:27:56.238 But the insight actually is what
NOTE Confidence: 0.9249588

00:27:56.238 --> 00:27:58.811 makes it even harder for them to
NOTE Confidence: 0.9249588

00:27:58.811 --> 00:28:01.170 progress as opposed to some of those
NOTE Confidence: 0.9249588

00:28:01.248 --> 00:28:04.240 other factors that we were talking about.
NOTE Confidence: 0.9249588

00:28:04.240 --> 00:28:07.400 So then I think about what do we need to do,
NOTE Confidence: 0.9249588

00:28:07.400 --> 00:28:07.655 right.
NOTE Confidence: 0.9249588

00:28:07.655 --> 00:28:09.185 So what are our new outputs
NOTE Confidence: 0.9249588

00:28:09.185 --> 00:28:10.878 that we need to come up with?

NOTE Confidence: 0.9249588
00:28:10.880 --> 00:28:12.518 You can go back to the competencies,
NOTE Confidence: 0.9249588
00:28:12.520 --> 00:28:12.968 whatever skills,
NOTE Confidence: 0.9249588
00:28:12.968 --> 00:28:14.760 you can break them down in different ways.
NOTE Confidence: 0.9249588
00:28:14.760 --> 00:28:15.176 For example,
NOTE Confidence: 0.9249588
00:28:15.176 --> 00:28:16.840 if you want to say like you know,
NOTE Confidence: 0.9249588
00:28:16.840 --> 00:28:18.600 within patient care, history,
NOTE Confidence: 0.9249588
00:28:18.600 --> 00:28:20.546 physical exam, clinical reasoning,
NOTE Confidence: 0.9249588
00:28:20.546 --> 00:28:22.678 documentation, whatever this is.
NOTE Confidence: 0.9249588
00:28:22.680 --> 00:28:25.160 But what do I need to help grow the learner,
NOTE Confidence: 0.9249588
00:28:25.160 --> 00:28:25.428 right.
NOTE Confidence: 0.9249588
00:28:25.428 --> 00:28:25.964 So again,
NOTE Confidence: 0.9249588
00:28:25.964 --> 00:28:27.840 we try and figure out what happened,
NOTE Confidence: 0.9249588
00:28:27.840 --> 00:28:29.760 what has been happening,
NOTE Confidence: 0.9249588
00:28:29.760 --> 00:28:30.720 extrinsic factors,
NOTE Confidence: 0.9249588
00:28:30.720 --> 00:28:32.224 intrinsic factors and then
NOTE Confidence: 0.9249588

00:28:32.224 --> 00:28:34.480 what where do we need to
NOTE Confidence: 0.95049921

00:28:34.555 --> 00:28:36.919 get them to. Does anybody have
NOTE Confidence: 0.95049921

00:28:36.919 --> 00:28:39.816 questions around that kind of how I
NOTE Confidence: 0.95049921

00:28:39.816 --> 00:28:41.804 think about learners and this isn't
NOTE Confidence: 0.95049921

00:28:41.804 --> 00:28:43.036 particularly novel or anything.
NOTE Confidence: 0.95049921

00:28:43.040 --> 00:28:44.759 There are shades of this in everything we do
NOTE Confidence: 0.667056956

00:28:45.520 --> 00:28:47.880 in order to, you know,
NOTE Confidence: 0.667056956

00:28:47.880 --> 00:28:50.799 for you to figure out which competency
NOTE Confidence: 0.667056956

00:28:50.799 --> 00:28:52.799 or sub competency it would.
NOTE Confidence: 0.667056956

00:28:52.800 --> 00:28:56.280 Do you find yourself performing,
NOTE Confidence: 0.667056956

00:28:56.280 --> 00:28:57.516 for lack of a better word,
NOTE Confidence: 0.667056956

00:28:57.520 --> 00:28:59.760 some sort of diagnostic tests.
NOTE Confidence: 0.91615379

00:29:00.800 --> 00:29:02.773 Yeah, that's a great segue. Yes.
NOTE Confidence: 0.91615379

00:29:02.773 --> 00:29:05.044 In in multiple different formats, Michael,
NOTE Confidence: 0.91615379

00:29:05.044 --> 00:29:06.676 because we're going to have to get data.
NOTE Confidence: 0.91615379

00:29:06.680 --> 00:29:09.101 So I try and triangulate a lot of this

NOTE Confidence: 0.91615379

00:29:09.101 --> 00:29:10.873 information and this actually isn't like

NOTE Confidence: 0.91615379

00:29:10.873 --> 00:29:12.920 a perfect timeline of how things go.

NOTE Confidence: 0.91615379

00:29:12.920 --> 00:29:14.796 I try and do as much of

NOTE Confidence: 0.91615379

00:29:14.796 --> 00:29:15.600 my homework previously.

NOTE Confidence: 0.91615379

00:29:15.600 --> 00:29:18.810 So finding out what their previous

NOTE Confidence: 0.91615379

00:29:18.810 --> 00:29:20.972 records are, talking to some

NOTE Confidence: 0.91615379

00:29:20.972 --> 00:29:23.156 of the people they worked with,

NOTE Confidence: 0.91615379

00:29:23.160 --> 00:29:24.680 you know, obviously their advisors,

NOTE Confidence: 0.91615379

00:29:24.680 --> 00:29:25.468 their coaches,

NOTE Confidence: 0.91615379

00:29:25.468 --> 00:29:27.438 but honestly even course directors.

NOTE Confidence: 0.91615379

00:29:27.440 --> 00:29:29.160 What were you hearing?

NOTE Confidence: 0.91615379

00:29:29.160 --> 00:29:31.560 And maybe even sometimes the faculty,

NOTE Confidence: 0.91615379

00:29:31.560 --> 00:29:33.390 the initial point person, the attending,

NOTE Confidence: 0.91615379

00:29:33.390 --> 00:29:34.800 who was on service with them,

NOTE Confidence: 0.91615379

00:29:34.800 --> 00:29:36.277 who reached out to the course director,

NOTE Confidence: 0.91615379

00:29:36.280 --> 00:29:38.128 the small group leader who reach out
NOTE Confidence: 0.91615379

00:29:38.128 --> 00:29:40.656 to the course director to get as high
NOTE Confidence: 0.91615379

00:29:40.656 --> 00:29:41.996 fidelity information as possible.
NOTE Confidence: 0.91615379

00:29:42.000 --> 00:29:44.324 Because you lose your learners in those
NOTE Confidence: 0.91615379

00:29:44.324 --> 00:29:46.296 early conversations if they feel like
NOTE Confidence: 0.91615379

00:29:46.296 --> 00:29:48.431 you don't know what they're talking about.
NOTE Confidence: 0.91615379

00:29:48.440 --> 00:29:49.856 And if you aren't,
NOTE Confidence: 0.91615379

00:29:49.856 --> 00:29:52.336 if you're inaccurate in some ways you
NOTE Confidence: 0.91615379

00:29:52.336 --> 00:29:54.455 almost have to be 150% correct just
NOTE Confidence: 0.91615379

00:29:54.455 --> 00:29:58.318 to make like a 10% change of sorts.
NOTE Confidence: 0.91615379

00:29:58.320 --> 00:29:59.510 So Michael, we're going to get to
NOTE Confidence: 0.91615379

00:29:59.510 --> 00:30:00.478 that learning plan a little bit,
NOTE Confidence: 0.91615379

00:30:00.480 --> 00:30:02.504 but I just wanted to provide some of
NOTE Confidence: 0.91615379

00:30:02.504 --> 00:30:03.964 this information on Alex, our learner,
NOTE Confidence: 0.91615379

00:30:03.964 --> 00:30:05.798 so we can think about them more.
NOTE Confidence: 0.91615379

00:30:05.800 --> 00:30:08.490 So we have our struggling learner, Alex,

NOTE Confidence: 0.91615379

00:30:08.490 --> 00:30:11.360 we find across like talking to them,

NOTE Confidence: 0.91615379

00:30:11.360 --> 00:30:13.920 talking to their, their team,

NOTE Confidence: 0.91615379

00:30:13.920 --> 00:30:14.799 their success team.

NOTE Confidence: 0.91615379

00:30:14.799 --> 00:30:16.557 We find that they have seemingly

NOTE Confidence: 0.91615379

00:30:16.557 --> 00:30:17.998 a good support system,

NOTE Confidence: 0.91615379

00:30:18.000 --> 00:30:19.625 at least that they're close

NOTE Confidence: 0.91615379

00:30:19.625 --> 00:30:20.600 with their family.

NOTE Confidence: 0.91615379

00:30:20.600 --> 00:30:23.756 However, things have been bumpier lately.

NOTE Confidence: 0.91615379

00:30:23.760 --> 00:30:25.320 The move has been tough.

NOTE Confidence: 0.91615379

00:30:25.320 --> 00:30:27.040 They live across the country

NOTE Confidence: 0.91615379

00:30:27.040 --> 00:30:28.760 or father has been ill,

NOTE Confidence: 0.91615379

00:30:28.760 --> 00:30:30.278 which can certainly play a role.

NOTE Confidence: 0.91615379

00:30:30.280 --> 00:30:32.645 This happens very commonly with

NOTE Confidence: 0.91615379

00:30:32.645 --> 00:30:34.140 learners for mental health.

NOTE Confidence: 0.91615379

00:30:34.140 --> 00:30:36.520 There might not be a formal diagnosis,

NOTE Confidence: 0.91615379

00:30:36.520 --> 00:30:40.560 but she they or they perceive he or the she,

NOTE Confidence: 0.91615379

00:30:40.560 --> 00:30:42.288 or they perceive themselves

NOTE Confidence: 0.91615379

00:30:42.288 --> 00:30:44.652 as having no formal diagnosis,

NOTE Confidence: 0.91615379

00:30:44.652 --> 00:30:47.067 but report feeling anxious and

NOTE Confidence: 0.91615379

00:30:47.067 --> 00:30:49.360 stressed about the new rotations,

NOTE Confidence: 0.91615379

00:30:49.360 --> 00:30:51.235 saying that they drink occasionally

NOTE Confidence: 0.91615379

00:30:51.235 --> 00:30:53.720 but no clear substance use disorder.

NOTE Confidence: 0.91615379

00:30:53.720 --> 00:30:56.513 I will say the latter is really

NOTE Confidence: 0.91615379

00:30:56.513 --> 00:30:58.160 hard to tease out.

NOTE Confidence: 0.91615379

00:30:58.160 --> 00:31:00.542 I honestly like have never like

NOTE Confidence: 0.91615379

00:31:00.542 --> 00:31:02.490 formally like diagnosed that or

NOTE Confidence: 0.91615379

00:31:02.490 --> 00:31:04.513 had a learner tell tell me that.

NOTE Confidence: 0.91615379

00:31:04.520 --> 00:31:06.158 So that could be like a blind

NOTE Confidence: 0.91615379

00:31:06.158 --> 00:31:07.199 spot in what I do.

NOTE Confidence: 0.91615379

00:31:07.200 --> 00:31:09.139 I mean I understand why that they

NOTE Confidence: 0.91615379

00:31:09.139 --> 00:31:10.439 wouldn't share those with me,

NOTE Confidence: 0.91615379

00:31:10.440 --> 00:31:12.600 but I'll just say that keep a closer

NOTE Confidence: 0.91615379

00:31:12.600 --> 00:31:15.400 eye on that because you might not get

NOTE Confidence: 0.91615379

00:31:15.400 --> 00:31:17.332 direct information from the learner

NOTE Confidence: 0.91615379

00:31:17.332 --> 00:31:19.649 or outside sources for study skills.

NOTE Confidence: 0.91615379

00:31:19.649 --> 00:31:22.190 Alex likes podcast and question banks and

NOTE Confidence: 0.91615379

00:31:22.258 --> 00:31:24.596 does try to read about their patients.

NOTE Confidence: 0.91615379

00:31:24.600 --> 00:31:26.916 Sometimes it can also be helpful

NOTE Confidence: 0.91615379

00:31:26.916 --> 00:31:29.854 to ask Alex exactly what they mean

NOTE Confidence: 0.91615379

00:31:29.854 --> 00:31:32.039 by reading about their patients.

NOTE Confidence: 0.91615379

00:31:32.040 --> 00:31:34.568 So then we come up with an individual

NOTE Confidence: 0.91615379

00:31:34.568 --> 00:31:35.965 learning plan, individualized learning plan,

NOTE Confidence: 0.91615379

00:31:35.965 --> 00:31:37.240 different ways of putting it,

NOTE Confidence: 0.91615379

00:31:37.240 --> 00:31:39.697 Ieps as well which have their own

NOTE Confidence: 0.91615379

00:31:39.697 --> 00:31:41.784 like connotation from like the

NOTE Confidence: 0.91615379

00:31:41.784 --> 00:31:43.239 secondary elementary schools.

NOTE Confidence: 0.91615379

00:31:43.240 --> 00:31:44.560 But I will say this,
NOTE Confidence: 0.91615379

00:31:44.560 --> 00:31:45.844 every individual learning,
NOTE Confidence: 0.91615379

00:31:45.844 --> 00:31:47.556 individualized learning plan starts
NOTE Confidence: 0.91615379

00:31:47.556 --> 00:31:49.771 with the learner you have to have
NOTE Confidence: 0.91615379

00:31:49.771 --> 00:31:51.073 buy and they have to be
NOTE Confidence: 0.849473855666667

00:31:51.129 --> 00:31:52.404 on board otherwise it just
NOTE Confidence: 0.849473855666667

00:31:52.404 --> 00:31:54.000 isn't going to be as effective.
NOTE Confidence: 0.849473855666667

00:31:54.000 --> 00:31:56.240 And so when we think about these,
NOTE Confidence: 0.849473855666667

00:31:56.240 --> 00:31:57.960 we want to make sure they have ownership,
NOTE Confidence: 0.849473855666667

00:31:57.960 --> 00:32:00.277 their self direction and that we have
NOTE Confidence: 0.849473855666667

00:32:00.277 --> 00:32:02.814 plans for both short term and long
NOTE Confidence: 0.849473855666667

00:32:02.814 --> 00:32:05.028 term learning so that it's sustainable
NOTE Confidence: 0.849473855666667

00:32:05.098 --> 00:32:07.520 once they're done their work with you.
NOTE Confidence: 0.849473855666667

00:32:07.520 --> 00:32:08.920 So you know my initial,
NOTE Confidence: 0.849473855666667

00:32:08.920 --> 00:32:10.520 my different types of meetings
NOTE Confidence: 0.849473855666667

00:32:10.520 --> 00:32:12.120 as we think about sessions,

NOTE Confidence: 0.849473855666667
00:32:12.120 --> 00:32:14.436 so you know some will usually
NOTE Confidence: 0.849473855666667
00:32:14.436 --> 00:32:15.594 be an introduction.
NOTE Confidence: 0.849473855666667
00:32:15.600 --> 00:32:18.426 I'll admit I do fairly long
NOTE Confidence: 0.849473855666667
00:32:18.426 --> 00:32:20.310 introductions with my students
NOTE Confidence: 0.849473855666667
00:32:20.400 --> 00:32:23.473 anywhere from 45 to 90 minutes if
NOTE Confidence: 0.849473855666667
00:32:23.473 --> 00:32:26.154 we're really getting into the details,
NOTE Confidence: 0.849473855666667
00:32:26.154 --> 00:32:28.539 covering everything honestly first from
NOTE Confidence: 0.849473855666667
00:32:28.539 --> 00:32:32.394 who they are as a person who matters to them.
NOTE Confidence: 0.849473855666667
00:32:32.400 --> 00:32:34.236 One question that I ask is,
NOTE Confidence: 0.849473855666667
00:32:34.240 --> 00:32:35.696 do you have people who you can
NOTE Confidence: 0.849473855666667
00:32:35.696 --> 00:32:37.680 tell at least 90% of your life to?
NOTE Confidence: 0.849473855666667
00:32:37.680 --> 00:32:39.530 Because it's interesting how fragmented
NOTE Confidence: 0.849473855666667
00:32:39.530 --> 00:32:42.159 the different worlds can be for learners.
NOTE Confidence: 0.849473855666667
00:32:42.160 --> 00:32:43.516 They have friends who talk about
NOTE Confidence: 0.849473855666667
00:32:43.516 --> 00:32:44.194 their personal stuff.
NOTE Confidence: 0.849473855666667

00:32:44.200 --> 00:32:46.240 They have their medical school people.
NOTE Confidence: 0.849473855666667

00:32:46.240 --> 00:32:48.076 Then I get observations and Mike,
NOTE Confidence: 0.849473855666667

00:32:48.080 --> 00:32:49.600 I'll talk about that a little bit more.
NOTE Confidence: 0.849473855666667

00:32:49.600 --> 00:32:51.270 Obviously we'll assess during that
NOTE Confidence: 0.849473855666667

00:32:51.270 --> 00:32:53.280 time for our more primary data.
NOTE Confidence: 0.849473855666667

00:32:53.280 --> 00:32:54.114 We'll give feedback,
NOTE Confidence: 0.849473855666667

00:32:54.114 --> 00:32:55.226 talk about directed learning
NOTE Confidence: 0.849473855666667

00:32:55.226 --> 00:32:56.559 and we'll do follow up.
NOTE Confidence: 0.849473855666667

00:32:56.560 --> 00:32:59.227 There are shades of all of these
NOTE Confidence: 0.849473855666667

00:32:59.227 --> 00:33:02.016 great tools out there from the R2C2
NOTE Confidence: 0.849473855666667

00:33:02.016 --> 00:33:03.840 really building on relationship,
NOTE Confidence: 0.849473855666667

00:33:03.840 --> 00:33:06.645 making sure we're having SMART goals, right.
NOTE Confidence: 0.849473855666667

00:33:06.645 --> 00:33:10.035 So being specific, measurable to realistic.
NOTE Confidence: 0.849473855666667

00:33:10.040 --> 00:33:11.036 When we give feedback,
NOTE Confidence: 0.849473855666667

00:33:11.036 --> 00:33:13.142 we want to try and be as consistent
NOTE Confidence: 0.849473855666667

00:33:13.142 --> 00:33:15.188 in how we do as possible, right.

NOTE Confidence: 0.849473855666667
00:33:15.188 --> 00:33:17.128 So they're ready their goals
NOTE Confidence: 0.849473855666667
00:33:17.128 --> 00:33:18.680 before you go in.
NOTE Confidence: 0.849473855666667
00:33:18.680 --> 00:33:19.640 Then you ask them that,
NOTE Confidence: 0.849473855666667
00:33:19.640 --> 00:33:21.080 you're asking them how it went.
NOTE Confidence: 0.849473855666667
00:33:21.080 --> 00:33:23.400 You're making sure they're retaining
NOTE Confidence: 0.849473855666667
00:33:23.400 --> 00:33:26.430 that information for take home to for,
NOTE Confidence: 0.849473855666667
00:33:26.430 --> 00:33:28.915 you know, doing it in the future.
NOTE Confidence: 0.849473855666667
00:33:28.920 --> 00:33:30.608 You want to make sure as much as
NOTE Confidence: 0.849473855666667
00:33:30.608 --> 00:33:32.309 you can that you're trying to
NOTE Confidence: 0.849473855666667
00:33:32.309 --> 00:33:33.839 help them build self regulation
NOTE Confidence: 0.849473855666667
00:33:33.839 --> 00:33:35.520 with that reflective practice.
NOTE Confidence: 0.849473855666667
00:33:35.520 --> 00:33:37.424 So a lot of these are threaded and
NOTE Confidence: 0.849473855666667
00:33:37.424 --> 00:33:39.429 I don't think there's any single
NOTE Confidence: 0.849473855666667
00:33:39.429 --> 00:33:41.637 particular model or paradigm that works.
NOTE Confidence: 0.849473855666667
00:33:41.640 --> 00:33:43.103 But we just have been doing medical
NOTE Confidence: 0.849473855666667

00:33:43.103 --> 00:33:44.676 education for a while and all of them,
NOTE Confidence: 0.849473855666667

00:33:44.680 --> 00:33:47.354 all of those and works are helpful.
NOTE Confidence: 0.849473855666667

00:33:47.360 --> 00:33:47.700 Dana.
NOTE Confidence: 0.849473855666667

00:33:47.700 --> 00:33:48.040 Yeah,
NOTE Confidence: 0.950429447692308

00:33:48.960 --> 00:33:51.056 I just didn't know if any of the
NOTE Confidence: 0.950429447692308

00:33:51.056 --> 00:33:52.679 listeners might have this question.
NOTE Confidence: 0.950429447692308

00:33:52.680 --> 00:33:54.504 But back when you were talking
NOTE Confidence: 0.950429447692308

00:33:54.504 --> 00:33:56.040 about asking the questions about
NOTE Confidence: 0.918955639230769

00:33:58.240 --> 00:34:00.130 mental health or physical that there
NOTE Confidence: 0.918955639230769

00:34:00.130 --> 00:34:02.429 may be a difference with what like
NOTE Confidence: 0.918955639230769

00:34:02.429 --> 00:34:04.385 program directors and faculty can ask
NOTE Confidence: 0.918955639230769

00:34:04.385 --> 00:34:06.520 about that as opposed to Someone Like
NOTE Confidence: 0.918955639230769

00:34:06.520 --> 00:34:08.413 You or who's separate from the program.
NOTE Confidence: 0.918955639230769

00:34:08.413 --> 00:34:09.799 Do you want us to say,
NOTE Confidence: 0.894520364285714

00:34:10.160 --> 00:34:12.078 yeah, that's such a good point Dana,
NOTE Confidence: 0.894520364285714

00:34:12.080 --> 00:34:16.996 I I feel like I and I mean I need it,

NOTE Confidence: 0.894520364285714

00:34:17.000 --> 00:34:19.600 but like it's a very

NOTE Confidence: 0.894520364285714

00:34:19.600 --> 00:34:21.478 different level of knowledge.

NOTE Confidence: 0.894520364285714

00:34:21.478 --> 00:34:23.704 And honestly like volition I have with

NOTE Confidence: 0.894520364285714

00:34:23.704 --> 00:34:25.363 students the willingness that their

NOTE Confidence: 0.894520364285714

00:34:25.363 --> 00:34:27.301 share they're able to share because

NOTE Confidence: 0.894520364285714

00:34:27.301 --> 00:34:29.095 they know like I'm like a closed

NOTE Confidence: 0.894520364285714

00:34:29.095 --> 00:34:31.576 source like when I talk to example.

NOTE Confidence: 0.894520364285714

00:34:31.576 --> 00:34:33.500 So I, myself and Andrew,

NOTE Confidence: 0.894520364285714

00:34:33.500 --> 00:34:34.400 we work together,

NOTE Confidence: 0.894520364285714

00:34:34.400 --> 00:34:36.367 we have like because we like share

NOTE Confidence: 0.894520364285714

00:34:36.367 --> 00:34:38.680 pretty much all of our learners together.

NOTE Confidence: 0.894520364285714

00:34:38.680 --> 00:34:42.304 We have like our own like closed off

NOTE Confidence: 0.894520364285714

00:34:42.304 --> 00:34:45.478 like way of like talk about learners,

NOTE Confidence: 0.894520364285714

00:34:45.480 --> 00:34:47.280 but we don't actually share everything

NOTE Confidence: 0.894520364285714

00:34:47.280 --> 00:34:49.152 honestly even with the advisors like

NOTE Confidence: 0.894520364285714

00:34:49.152 --> 00:34:51.000 they help us with extra information.
NOTE Confidence: 0.894520364285714

00:34:51.000 --> 00:34:52.638 But you know sometimes it'll be like,
NOTE Confidence: 0.894520364285714

00:34:52.640 --> 00:34:54.150 hey we'll like there's like
NOTE Confidence: 0.894520364285714

00:34:54.150 --> 00:34:55.880 some like health thing going on.
NOTE Confidence: 0.894520364285714

00:34:55.880 --> 00:34:57.590 There's social and it's very reasonable
NOTE Confidence: 0.894520364285714

00:34:57.590 --> 00:34:59.840 for us to take this amount of time.
NOTE Confidence: 0.894520364285714

00:34:59.840 --> 00:35:01.400 And I think you know,
NOTE Confidence: 0.894520364285714

00:35:01.400 --> 00:35:04.376 at what stage more to your question is
NOTE Confidence: 0.894520364285714

00:35:04.376 --> 00:35:06.871 someone able to ask those like questions.
NOTE Confidence: 0.894520364285714

00:35:06.871 --> 00:35:09.457 I think for just the primary
NOTE Confidence: 0.894520364285714

00:35:09.457 --> 00:35:10.319 faculty attending,
NOTE Confidence: 0.894520364285714

00:35:10.320 --> 00:35:12.300 I think it's OK just to show an interest
NOTE Confidence: 0.894520364285714

00:35:12.300 --> 00:35:14.440 like, hey, like how's it going?
NOTE Confidence: 0.894520364285714

00:35:14.440 --> 00:35:16.000 Like I noticed that you were
NOTE Confidence: 0.894520364285714

00:35:16.000 --> 00:35:17.270 late to this session, right?
NOTE Confidence: 0.894520364285714

00:35:17.270 --> 00:35:18.880 I probably would get to like that

NOTE Confidence: 0.894520364285714
00:35:18.880 --> 00:35:20.842 level of detail most unless a learner
NOTE Confidence: 0.894520364285714
00:35:20.842 --> 00:35:22.297 like really shares everything and
NOTE Confidence: 0.894520364285714
00:35:22.343 --> 00:35:24.079 then you have to ask permission like,
NOTE Confidence: 0.894520364285714
00:35:24.080 --> 00:35:24.892 hey, like you know,
NOTE Confidence: 0.894520364285714
00:35:24.892 --> 00:35:26.639 you might want to reach out to someone.
NOTE Confidence: 0.894520364285714
00:35:26.640 --> 00:35:29.360 Would you want me to advocate for you?
NOTE Confidence: 0.894520364285714
00:35:29.360 --> 00:35:29.695 Similarly,
NOTE Confidence: 0.894520364285714
00:35:29.695 --> 00:35:32.040 once you get to more leadership roles,
NOTE Confidence: 0.894520364285714
00:35:32.040 --> 00:35:33.184 course directors,
NOTE Confidence: 0.894520364285714
00:35:33.184 --> 00:35:36.044 advisors then like learners often
NOTE Confidence: 0.894520364285714
00:35:36.044 --> 00:35:39.358 are more willing actually to share.
NOTE Confidence: 0.894520364285714
00:35:39.360 --> 00:35:40.942 And I think it's fair to ask
NOTE Confidence: 0.894520364285714
00:35:40.942 --> 00:35:41.960 a little bit more.
NOTE Confidence: 0.894520364285714
00:35:41.960 --> 00:35:42.920 I think once you get to,
NOTE Confidence: 0.894520364285714
00:35:42.920 --> 00:35:44.474 at least for us, I don't know,
NOTE Confidence: 0.894520364285714

00:35:44.480 --> 00:35:45.360 of course,
NOTE Confidence: 0.894520364285714

00:35:45.360 --> 00:35:48.000 directors are really exploring as much
NOTE Confidence: 0.894520364285714

00:35:48.000 --> 00:35:51.120 along those like personal details as much.
NOTE Confidence: 0.894520364285714

00:35:51.120 --> 00:35:52.605 So probably similar to what
NOTE Confidence: 0.894520364285714

00:35:52.605 --> 00:35:53.793 I described for attendings.
NOTE Confidence: 0.894520364285714

00:35:53.800 --> 00:35:55.138 But I think honestly when it
NOTE Confidence: 0.894520364285714

00:35:55.138 --> 00:35:56.480 gets to like the advisor,
NOTE Confidence: 0.894520364285714

00:35:56.480 --> 00:35:57.880 maybe even the coach level,
NOTE Confidence: 0.894520364285714

00:35:57.880 --> 00:36:00.477 because I know that's more of a
NOTE Confidence: 0.894520364285714

00:36:00.477 --> 00:36:01.590 longitudinal relationship where
NOTE Confidence: 0.894520364285714

00:36:01.658 --> 00:36:03.474 they're not really being judged
NOTE Confidence: 0.894520364285714

00:36:03.474 --> 00:36:05.359 or or graded by them.
NOTE Confidence: 0.894520364285714

00:36:05.360 --> 00:36:06.984 I think that's when you start getting
NOTE Confidence: 0.894520364285714

00:36:06.984 --> 00:36:08.779 to the point where like it's fair to
NOTE Confidence: 0.894520364285714

00:36:08.779 --> 00:36:10.760 ask a little bit more detailed questions.
NOTE Confidence: 0.894520364285714

00:36:10.760 --> 00:36:11.720 Does that answer your question,

NOTE Confidence: 0.894520364285714
00:36:11.720 --> 00:36:12.080 Dana?
NOTE Confidence: 0.946690424444445
00:36:14.280 --> 00:36:15.636 Yeah. I just know that there's
NOTE Confidence: 0.946690424444445
00:36:15.636 --> 00:36:16.832 some tension around, you know,
NOTE Confidence: 0.946690424444445
00:36:16.832 --> 00:36:18.368 program directors not being able to
NOTE Confidence: 0.946690424444445
00:36:18.368 --> 00:36:20.159 say what are your medical problems,
NOTE Confidence: 0.946690424444445
00:36:20.160 --> 00:36:21.840 You know, unless, you know they are,
NOTE Confidence: 0.946690424444445
00:36:21.840 --> 00:36:22.992 they're volunteered. You know,
NOTE Confidence: 0.946690424444445
00:36:22.992 --> 00:36:24.764 as opposed to like saying, you know,
NOTE Confidence: 0.946690424444445
00:36:24.764 --> 00:36:26.060 if you think a medical problem or a
NOTE Confidence: 0.946690424444445
00:36:26.102 --> 00:36:27.182 mental health issue could be getting
NOTE Confidence: 0.946690424444445
00:36:27.182 --> 00:36:28.560 in the way of your performance,
NOTE Confidence: 0.946690424444445
00:36:28.560 --> 00:36:31.280 you know, here it's the resources. Yeah.
NOTE Confidence: 0.812049246
00:36:31.400 --> 00:36:32.600 No, I think that's fair.
NOTE Confidence: 0.812049246
00:36:32.600 --> 00:36:33.797 I mean, I I don't quite know,
NOTE Confidence: 0.812049246
00:36:33.800 --> 00:36:34.848 especially because when you
NOTE Confidence: 0.812049246

00:36:34.848 --> 00:36:35.915 say program director, right,
NOTE Confidence: 0.812049246

00:36:35.915 --> 00:36:37.565 Like that's at the GME level
NOTE Confidence: 0.812049246

00:36:37.565 --> 00:36:39.200 that I'm not operating at.
NOTE Confidence: 0.812049246

00:36:39.200 --> 00:36:40.280 And so there might be honestly,
NOTE Confidence: 0.812049246

00:36:40.280 --> 00:36:41.960 like legal reasons for that.
NOTE Confidence: 0.812049246

00:36:41.960 --> 00:36:43.647 So make sure like, you get those
NOTE Confidence: 0.812049246

00:36:43.647 --> 00:36:45.480 details down if you're in leadership.
NOTE Confidence: 0.812049246

00:36:45.480 --> 00:36:47.235 But I think for most people just asking like,
NOTE Confidence: 0.812049246

00:36:47.240 --> 00:36:49.352 hey, how you're doing like initially
NOTE Confidence: 0.812049246

00:36:49.352 --> 00:36:51.958 can open up a lot of dialogue.
NOTE Confidence: 0.812049246

00:36:51.960 --> 00:36:54.720 So what are the resources that I like,
NOTE Confidence: 0.812049246

00:36:54.720 --> 00:36:56.780 have at my disposal And
NOTE Confidence: 0.812049246

00:36:56.780 --> 00:36:58.840 that a lot of services,
NOTE Confidence: 0.812049246

00:36:58.840 --> 00:37:00.849 a lot of like different programs could
NOTE Confidence: 0.812049246

00:37:00.849 --> 00:37:03.039 have and as well As for analogy 1.
NOTE Confidence: 0.812049246

00:37:03.040 --> 00:37:04.980 So speaking about the

NOTE Confidence: 0.812049246

00:37:04.980 --> 00:37:06.435 learner health resources,

NOTE Confidence: 0.812049246

00:37:06.440 --> 00:37:08.504 I know we have a lot of mental

NOTE Confidence: 0.812049246

00:37:08.504 --> 00:37:09.520 health resources as well.

NOTE Confidence: 0.812049246

00:37:09.520 --> 00:37:10.558 I think it can be important,

NOTE Confidence: 0.812049246

00:37:10.560 --> 00:37:12.108 especially if you're at leadership to

NOTE Confidence: 0.812049246

00:37:12.108 --> 00:37:14.690 know how to get your learners to whatever

NOTE Confidence: 0.812049246

00:37:14.690 --> 00:37:16.560 they need including accessibility services,

NOTE Confidence: 0.812049246

00:37:16.560 --> 00:37:19.050 including if there are financial

NOTE Confidence: 0.812049246

00:37:19.050 --> 00:37:22.159 struggles which could be playing a role,

NOTE Confidence: 0.812049246

00:37:22.160 --> 00:37:23.184 clinical skills.

NOTE Confidence: 0.812049246

00:37:23.184 --> 00:37:24.720 So you know,

NOTE Confidence: 0.812049246

00:37:24.720 --> 00:37:27.016 I think so we have Andrea as

NOTE Confidence: 0.812049246

00:37:27.016 --> 00:37:29.640 Andrea as our learning specialist.

NOTE Confidence: 0.812049246

00:37:29.640 --> 00:37:32.622 We have the ability to use standardized

NOTE Confidence: 0.812049246

00:37:32.622 --> 00:37:35.575 patients within our program which are

NOTE Confidence: 0.812049246

00:37:35.575 --> 00:37:38.240 really helpful for objective assessments.
NOTE Confidence: 0.812049246

00:37:38.240 --> 00:37:39.360 There are different knowledge
NOTE Confidence: 0.812049246

00:37:39.360 --> 00:37:41.040 resources for example that we have.
NOTE Confidence: 0.812049246

00:37:41.040 --> 00:37:42.615 So we have like an ambros database
NOTE Confidence: 0.812049246

00:37:42.615 --> 00:37:44.494 or you could say up to date or
NOTE Confidence: 0.812049246

00:37:44.494 --> 00:37:46.039 dynamite or whatever you want to use.
NOTE Confidence: 0.812049246

00:37:46.040 --> 00:37:48.040 So knowledge building resources there.
NOTE Confidence: 0.812049246

00:37:48.040 --> 00:37:49.760 We have a wonderful library that has many,
NOTE Confidence: 0.812049246

00:37:49.760 --> 00:37:50.890 many more,
NOTE Confidence: 0.812049246

00:37:50.890 --> 00:37:53.715 not just just for professionalism,
NOTE Confidence: 0.812049246

00:37:53.720 --> 00:37:56.149 but we do like think about the
NOTE Confidence: 0.812049246

00:37:56.149 --> 00:37:58.757 importance of like reflection as a tool.
NOTE Confidence: 0.812049246

00:37:58.760 --> 00:37:59.960 I will say professionalism
NOTE Confidence: 0.812049246

00:37:59.960 --> 00:38:01.160 can be really tricky.
NOTE Confidence: 0.812049246

00:38:01.160 --> 00:38:03.792 Insight can be really tricky and I haven't
NOTE Confidence: 0.812049246

00:38:03.792 --> 00:38:07.116 done a lot of like narrative work the way Dr.

NOTE Confidence: 0.812049246

00:38:07.116 --> 00:38:07.748 Kalai suggests,

NOTE Confidence: 0.812049246

00:38:07.748 --> 00:38:09.644 but it has been done and

NOTE Confidence: 0.812049246

00:38:09.644 --> 00:38:11.517 talked about in the literature.

NOTE Confidence: 0.812049246

00:38:11.520 --> 00:38:13.000 We have a theatre coach.

NOTE Confidence: 0.812049246

00:38:13.000 --> 00:38:15.760 Actually we we don't use them a ton.

NOTE Confidence: 0.812049246

00:38:15.760 --> 00:38:18.200 But in certain situations where

NOTE Confidence: 0.812049246

00:38:18.200 --> 00:38:20.152 learners are really struggling,

NOTE Confidence: 0.812049246

00:38:20.160 --> 00:38:22.351 there's just like such such a big

NOTE Confidence: 0.812049246

00:38:22.351 --> 00:38:24.126 disconnect between what they know and

NOTE Confidence: 0.812049246

00:38:24.126 --> 00:38:25.932 what they can do in some settings

NOTE Confidence: 0.812049246

00:38:25.994 --> 00:38:27.919 versus the actual clinical setting.

NOTE Confidence: 0.812049246

00:38:27.920 --> 00:38:29.312 It can be helpful.

NOTE Confidence: 0.812049246

00:38:29.312 --> 00:38:31.743 Sometimes we have referred learners to

NOTE Confidence: 0.812049246

00:38:31.743 --> 00:38:34.970 our Yale School of Drama for coaches

NOTE Confidence: 0.812049246

00:38:35.058 --> 00:38:38.341 who can help them with prevent how

NOTE Confidence: 0.812049246

00:38:38.341 --> 00:38:40.688 they present themselves and other
NOTE Confidence: 0.812049246

00:38:40.688 --> 00:38:43.238 aspects of using their voice and
NOTE Confidence: 0.812049246

00:38:43.240 --> 00:38:45.088 really making sure they can get out
NOTE Confidence: 0.812049246

00:38:45.088 --> 00:38:47.157 what they know and what they can show.
NOTE Confidence: 0.812049246

00:38:47.160 --> 00:38:48.582 Systems based practice.
NOTE Confidence: 0.812049246

00:38:48.582 --> 00:38:51.376 That gets an organization honestly like
NOTE Confidence: 0.812049246

00:38:51.376 --> 00:38:54.212 learning how to organize your in basket,
NOTE Confidence: 0.812049246

00:38:54.212 --> 00:38:56.077 how to organize your day,
NOTE Confidence: 0.812049246

00:38:56.080 --> 00:38:57.960 how to organize your e-mail,
NOTE Confidence: 0.812049246

00:38:57.960 --> 00:38:59.838 how to set up a schedule,
NOTE Confidence: 0.812049246

00:38:59.840 --> 00:39:01.564 working them through their
NOTE Confidence: 0.812049246

00:39:01.564 --> 00:39:03.719 actual tasks that they'll do,
NOTE Confidence: 0.812049246

00:39:03.720 --> 00:39:04.968 how they call consults,
NOTE Confidence: 0.812049246

00:39:04.968 --> 00:39:06.840 how they look through the chart.
NOTE Confidence: 0.812049246

00:39:06.840 --> 00:39:09.477 I've had students ask me to work on all
NOTE Confidence: 0.812049246

00:39:09.477 --> 00:39:12.432 of these with them for both clinical skills,

NOTE Confidence: 0.812049246

00:39:12.432 --> 00:39:14.262 which is my background,

NOTE Confidence: 0.812049246

00:39:14.262 --> 00:39:17.958 but also on things like test taking too.

NOTE Confidence: 0.812049246

00:39:17.960 --> 00:39:19.690 So we talked about those

NOTE Confidence: 0.812049246

00:39:19.690 --> 00:39:21.074 different forms of feedback.

NOTE Confidence: 0.812049246

00:39:21.080 --> 00:39:21.418 But Michael,

NOTE Confidence: 0.812049246

00:39:21.418 --> 00:39:22.770 I know I've put a pin in it

NOTE Confidence: 0.779164648461538

00:39:22.813 --> 00:39:24.718 for a while. But now just

NOTE Confidence: 0.779164648461538

00:39:24.718 --> 00:39:26.116 talking about observations,

NOTE Confidence: 0.779164648461538

00:39:26.120 --> 00:39:27.850 you can triangulate as much

NOTE Confidence: 0.779164648461538

00:39:27.850 --> 00:39:29.234 information as you want,

NOTE Confidence: 0.779164648461538

00:39:29.240 --> 00:39:31.610 but you really need high quality

NOTE Confidence: 0.779164648461538

00:39:31.610 --> 00:39:32.795 observations and feedback,

NOTE Confidence: 0.779164648461538

00:39:32.800 --> 00:39:34.570 especially to really get your

NOTE Confidence: 0.779164648461538

00:39:34.570 --> 00:39:36.999 learner on the same page with you.

NOTE Confidence: 0.779164648461538

00:39:37.000 --> 00:39:38.990 Because if things are second

NOTE Confidence: 0.779164648461538

00:39:38.990 --> 00:39:41.360 hand and you can't speak very
NOTE Confidence: 0.779164648461538

00:39:41.360 --> 00:39:42.998 in a detailed fashion about it,
NOTE Confidence: 0.779164648461538

00:39:43.000 --> 00:39:44.720 it's just going to be tough to get by in.
NOTE Confidence: 0.779164648461538

00:39:44.720 --> 00:39:47.828 So I start off with some sort
NOTE Confidence: 0.779164648461538

00:39:47.828 --> 00:39:49.471 of low fidelity scenarios.
NOTE Confidence: 0.779164648461538

00:39:49.471 --> 00:39:51.337 So I'll have my initial introduction
NOTE Confidence: 0.779164648461538

00:39:51.337 --> 00:39:53.700 and then I may have just a zoom call
NOTE Confidence: 0.779164648461538

00:39:53.700 --> 00:39:55.126 of sorts to have conversations.
NOTE Confidence: 0.779164648461538

00:39:55.126 --> 00:39:57.840 I might like play if it's clinical skills,
NOTE Confidence: 0.779164648461538

00:39:57.840 --> 00:40:00.112 I might just have some sort of a
NOTE Confidence: 0.779164648461538

00:40:00.112 --> 00:40:03.075 play the role of an SP and just have
NOTE Confidence: 0.779164648461538

00:40:03.075 --> 00:40:04.840 them practice asking questions.
NOTE Confidence: 0.779164648461538

00:40:04.840 --> 00:40:06.150 If they're strong with their
NOTE Confidence: 0.779164648461538

00:40:06.150 --> 00:40:06.674 clinical reasoning,
NOTE Confidence: 0.779164648461538

00:40:06.680 --> 00:40:08.354 I might just give them chief
NOTE Confidence: 0.779164648461538

00:40:08.354 --> 00:40:09.800 concerns and talk about them.

NOTE Confidence: 0.779164648461538
00:40:09.800 --> 00:40:12.439 If we're talking about like test planning,
NOTE Confidence: 0.779164648461538
00:40:12.440 --> 00:40:13.796 test prep, I may ask them,
NOTE Confidence: 0.779164648461538
00:40:13.800 --> 00:40:15.640 you know exactly what their
NOTE Confidence: 0.779164648461538
00:40:15.640 --> 00:40:17.112 plan is for studying.
NOTE Confidence: 0.779164648461538
00:40:17.120 --> 00:40:18.728 Just getting an idea of what
NOTE Confidence: 0.779164648461538
00:40:18.728 --> 00:40:20.840 they would do on their own in
NOTE Confidence: 0.779164648461538
00:40:20.840 --> 00:40:23.040 a quick and easy fashion.
NOTE Confidence: 0.779164648461538
00:40:23.040 --> 00:40:25.490 Then I try and move them towards
NOTE Confidence: 0.779164648461538
00:40:25.490 --> 00:40:27.024 more forms of higher fidelity
NOTE Confidence: 0.779164648461538
00:40:27.024 --> 00:40:29.182 situation based off of what we do
NOTE Confidence: 0.779164648461538
00:40:29.182 --> 00:40:30.797 in our lower fidelity situations.
NOTE Confidence: 0.779164648461538
00:40:30.800 --> 00:40:33.275 Then I figure out if we need like an
NOTE Confidence: 0.779164648461538
00:40:33.275 --> 00:40:34.439 intermediate step like simulation
NOTE Confidence: 0.779164648461538
00:40:34.439 --> 00:40:36.934 or if we can really take our show on
NOTE Confidence: 0.779164648461538
00:40:36.934 --> 00:40:38.705 the roller and get them into like
NOTE Confidence: 0.779164648461538

00:40:38.705 --> 00:40:41.756 the high fidelity real setting for example,
NOTE Confidence: 0.779164648461538

00:40:41.760 --> 00:40:45.160 like taking them onto the awards with me,
NOTE Confidence: 0.779164648461538

00:40:45.160 --> 00:40:45.349 Michael,
NOTE Confidence: 0.779164648461538

00:40:45.349 --> 00:40:47.240 I I'm not sure if you have a hand up.
NOTE Confidence: 0.779164648461538

00:40:47.240 --> 00:40:48.248 It looks like you might have been
NOTE Confidence: 0.779164648461538

00:40:48.248 --> 00:40:51.384 raising your hand. No, no, OK, sorry.
NOTE Confidence: 0.779164648461538

00:40:51.384 --> 00:40:54.040 I just want to make sure include everybody.
NOTE Confidence: 0.779164648461538

00:40:54.040 --> 00:40:56.238 Again, like if you have any comments,
NOTE Confidence: 0.779164648461538

00:40:56.240 --> 00:40:56.972 thoughts, questions,
NOTE Confidence: 0.779164648461538

00:40:56.972 --> 00:41:00.280 please feel free to throw them in the chat.
NOTE Confidence: 0.779164648461538

00:41:00.280 --> 00:41:02.080 So as we're going for feedback
NOTE Confidence: 0.779164648461538

00:41:02.080 --> 00:41:03.280 if I'm being honest.
NOTE Confidence: 0.779164648461538

00:41:03.280 --> 00:41:05.394 So what do are the most things
NOTE Confidence: 0.779164648461538

00:41:05.394 --> 00:41:07.238 working with learners who come to me,
NOTE Confidence: 0.779164648461538

00:41:07.240 --> 00:41:09.560 they have reached that level.
NOTE Confidence: 0.779164648461538

00:41:09.560 --> 00:41:11.639 I start off with frameworks of sorts.

NOTE Confidence: 0.779164648461538
00:41:11.640 --> 00:41:14.648 So for example Michael,
NOTE Confidence: 0.779164648461538
00:41:14.648 --> 00:41:18.340 I had mentioned that you know we
NOTE Confidence: 0.779164648461538
00:41:18.340 --> 00:41:19.900 we had those students who were
NOTE Confidence: 0.779164648461538
00:41:19.900 --> 00:41:21.200 working on those Oskis for.
NOTE Confidence: 0.779164648461538
00:41:21.200 --> 00:41:22.480 And I will say no,
NOTE Confidence: 0.779164648461538
00:41:22.480 --> 00:41:25.320 we we we do go through this whole like chain.
NOTE Confidence: 0.779164648461538
00:41:25.320 --> 00:41:27.399 We go through like the self reflection.
NOTE Confidence: 0.779164648461538
00:41:27.400 --> 00:41:29.318 I'll do some low fidelity exercise and
NOTE Confidence: 0.779164648461538
00:41:29.318 --> 00:41:31.759 then I might give them tips here or there,
NOTE Confidence: 0.779164648461538
00:41:31.760 --> 00:41:35.360 see how they incorporate those tips as well.
NOTE Confidence: 0.779164648461538
00:41:35.360 --> 00:41:38.240 But for most learners who work with me,
NOTE Confidence: 0.779164648461538
00:41:38.240 --> 00:41:40.844 they need some sort of framework and
NOTE Confidence: 0.779164648461538
00:41:40.844 --> 00:41:43.199 that works across all the different
NOTE Confidence: 0.779164648461538
00:41:43.200 --> 00:41:44.328 those different competencies,
NOTE Confidence: 0.779164648461538
00:41:44.328 --> 00:41:46.960 not just patient care and clinical skills,
NOTE Confidence: 0.779164648461538

00:41:46.960 --> 00:41:49.680 but for professionalism as well.
NOTE Confidence: 0.779164648461538

00:41:49.680 --> 00:41:51.004 For knowledge more specifically.
NOTE Confidence: 0.779164648461538

00:41:51.004 --> 00:41:52.990 I honestly believe like you can
NOTE Confidence: 0.779164648461538

00:41:53.050 --> 00:41:53.880 make frameworks.
NOTE Confidence: 0.779164648461538

00:41:53.880 --> 00:41:56.029 I I take analogy from the clinical
NOTE Confidence: 0.779164648461538

00:41:56.029 --> 00:41:57.640 reasoning literature that I'm immersed in.
NOTE Confidence: 0.779164648461538

00:41:57.640 --> 00:41:58.360 But you know,
NOTE Confidence: 0.779164648461538

00:41:58.360 --> 00:42:00.796 I think that works across any skill.
NOTE Confidence: 0.779164648461538

00:42:00.800 --> 00:42:01.920 Sometimes I'll have to model,
NOTE Confidence: 0.779164648461538

00:42:01.920 --> 00:42:03.636 sometimes I'll have to do scripts.
NOTE Confidence: 0.779164648461538

00:42:03.640 --> 00:42:04.748 But I will say,
NOTE Confidence: 0.779164648461538

00:42:04.748 --> 00:42:07.319 while I use all of these on occasion,
NOTE Confidence: 0.9329167533333333

00:42:07.320 --> 00:42:10.088 my goal is to move the learners more
NOTE Confidence: 0.9329167533333333

00:42:10.088 --> 00:42:12.720 and more to the left of those, right.
NOTE Confidence: 0.9329167533333333

00:42:12.720 --> 00:42:13.920 That's why I have the
NOTE Confidence: 0.9329167533333333

00:42:13.920 --> 00:42:14.880 arrows going that direction.

NOTE Confidence: 0.9329167533333333
00:42:14.880 --> 00:42:18.237 If your learner is staying on the right side,
NOTE Confidence: 0.9329167533333333
00:42:18.240 --> 00:42:19.960 they really need things modeled.
NOTE Confidence: 0.9329167533333333
00:42:19.960 --> 00:42:20.710 They need scripts,
NOTE Confidence: 0.9329167533333333
00:42:20.710 --> 00:42:22.720 but they can't do it on their own.
NOTE Confidence: 0.9329167533333333
00:42:22.720 --> 00:42:24.274 They can't replicate it or they'll
NOTE Confidence: 0.9329167533333333
00:42:24.274 --> 00:42:26.055 replicate it and they you come back
NOTE Confidence: 0.9329167533333333
00:42:26.055 --> 00:42:27.672 to it and they still are struggling.
NOTE Confidence: 0.9329167533333333
00:42:27.680 --> 00:42:29.984 That's when I think you really need to
NOTE Confidence: 0.9329167533333333
00:42:29.984 --> 00:42:31.815 consider some of those other aspects
NOTE Confidence: 0.9329167533333333
00:42:31.815 --> 00:42:33.713 We talked about outside or even
NOTE Confidence: 0.9329167533333333
00:42:33.713 --> 00:42:35.582 intrinsic to the learners, like, hey,
NOTE Confidence: 0.9329167533333333
00:42:35.582 --> 00:42:37.479 are we sure there's nothing going on?
NOTE Confidence: 0.9329167533333333
00:42:37.480 --> 00:42:40.636 Is there not a mental health
NOTE Confidence: 0.9329167533333333
00:42:40.640 --> 00:42:41.630 process going on?
NOTE Confidence: 0.9329167533333333
00:42:41.630 --> 00:42:44.582 Is there not some sort of maybe even learning
NOTE Confidence: 0.9329167533333333

00:42:44.582 --> 00:42:46.394 disability that might be affecting them?

NOTE Confidence: 0.9329167533333333

00:42:46.400 --> 00:42:47.960 So just to give some reference,

NOTE Confidence: 0.9329167533333333

00:42:47.960 --> 00:42:49.955 like those are the points where we

NOTE Confidence: 0.9329167533333333

00:42:49.955 --> 00:42:51.502 actually start like potentially referring

NOTE Confidence: 0.9329167533333333

00:42:51.502 --> 00:42:54.038 out to some of those services as well.

NOTE Confidence: 0.9329167533333333

00:42:54.040 --> 00:42:55.678 It can be like completely private.

NOTE Confidence: 0.9329167533333333

00:42:55.680 --> 00:42:57.680 We have therapists, cognitive psychologists,

NOTE Confidence: 0.9329167533333333

00:42:57.680 --> 00:42:59.262 I just will just refer to initially

NOTE Confidence: 0.9329167533333333

00:42:59.262 --> 00:43:00.918 just hey like just take a meeting.

NOTE Confidence: 0.9329167533333333

00:43:00.920 --> 00:43:02.520 This is like helpful for like you know,

NOTE Confidence: 0.9329167533333333

00:43:02.520 --> 00:43:03.480 could be helpful for anybody,

NOTE Confidence: 0.9329167533333333

00:43:03.480 --> 00:43:04.720 at least at therapy level,

NOTE Confidence: 0.9329167533333333

00:43:04.720 --> 00:43:05.760 could be a one off,

NOTE Confidence: 0.9329167533333333

00:43:05.760 --> 00:43:08.357 but at least just talk to them.

NOTE Confidence: 0.9329167533333333

00:43:08.360 --> 00:43:10.120 And then accessibility services,

NOTE Confidence: 0.9329167533333333

00:43:10.120 --> 00:43:12.520 well, nothing might come from that

NOTE Confidence: 0.9329167533333333
00:43:12.520 --> 00:43:13.640 but at least it's worth a shot.
NOTE Confidence: 0.9329167533333333
00:43:13.640 --> 00:43:14.916 And I think learners,
NOTE Confidence: 0.9329167533333333
00:43:14.916 --> 00:43:16.830 when they realize that they are
NOTE Confidence: 0.9329167533333333
00:43:16.895 --> 00:43:19.432 really struggling to move forward,
NOTE Confidence: 0.9329167533333333
00:43:19.432 --> 00:43:24.280 they're more open to it in my experience.
NOTE Confidence: 0.9329167533333333
00:43:24.280 --> 00:43:25.680 So as we move on,
NOTE Confidence: 0.9329167533333333
00:43:25.680 --> 00:43:27.028 we get to outcomes.
NOTE Confidence: 0.9329167533333333
00:43:27.028 --> 00:43:29.629 Outcomes is one of the hardest parts
NOTE Confidence: 0.9329167533333333
00:43:29.629 --> 00:43:32.159 of the performance improvement process.
NOTE Confidence: 0.9329167533333333
00:43:32.160 --> 00:43:34.270 We get more evaluations again
NOTE Confidence: 0.9329167533333333
00:43:34.270 --> 00:43:35.958 with significant lag time.
NOTE Confidence: 0.9329167533333333
00:43:35.960 --> 00:43:37.507 So you know you play this game
NOTE Confidence: 0.9329167533333333
00:43:37.507 --> 00:43:39.642 then of like you you don't want to
NOTE Confidence: 0.9329167533333333
00:43:39.642 --> 00:43:41.057 like tell necessarily the faculty
NOTE Confidence: 0.9329167533333333
00:43:41.112 --> 00:43:42.756 who are working on this learner,
NOTE Confidence: 0.9329167533333333

00:43:42.760 --> 00:43:44.242 but maybe like following up with
NOTE Confidence: 0.9329167533333333

00:43:44.242 --> 00:43:45.827 them afterwards and see what happened
NOTE Confidence: 0.9329167533333333

00:43:45.827 --> 00:43:46.915 as quickly as possible,
NOTE Confidence: 0.9329167533333333

00:43:46.920 --> 00:43:48.924 just because you'd want to make
NOTE Confidence: 0.9329167533333333

00:43:48.924 --> 00:43:51.462 sure that they get like a fair
NOTE Confidence: 0.9329167533333333

00:43:51.462 --> 00:43:52.596 and honest evaluation.
NOTE Confidence: 0.9329167533333333

00:43:52.600 --> 00:43:54.196 Direct observations for example.
NOTE Confidence: 0.9329167533333333

00:43:54.196 --> 00:43:56.191 Like you know students often
NOTE Confidence: 0.9329167533333333

00:43:56.191 --> 00:43:57.918 have to just repeat stuff,
NOTE Confidence: 0.9329167533333333

00:43:57.920 --> 00:43:58.804 knowledge assessments.
NOTE Confidence: 0.9329167533333333

00:43:58.804 --> 00:44:01.456 And I mentioned some examples of
NOTE Confidence: 0.9329167533333333

00:44:01.456 --> 00:44:03.240 why it's challenging.
NOTE Confidence: 0.9329167533333333

00:44:03.240 --> 00:44:05.360 One, the lagging evaluations, One,
NOTE Confidence: 0.9329167533333333

00:44:05.360 --> 00:44:09.600 it just it takes a lot of time to improve.
NOTE Confidence: 0.9329167533333333

00:44:09.600 --> 00:44:12.372 And you know, I think we don't
NOTE Confidence: 0.9329167533333333

00:44:12.372 --> 00:44:14.439 necessarily see changes right away.

NOTE Confidence: 0.9329167533333333
00:44:14.440 --> 00:44:14.785 Sometimes,
NOTE Confidence: 0.9329167533333333
00:44:14.785 --> 00:44:15.475 you know,
NOTE Confidence: 0.9329167533333333
00:44:15.475 --> 00:44:17.545 you might get some progression and
NOTE Confidence: 0.9329167533333333
00:44:17.545 --> 00:44:19.606 then maybe less so or or falling
NOTE Confidence: 0.9329167533333333
00:44:19.606 --> 00:44:21.416 back into all habits and maybe
NOTE Confidence: 0.9329167533333333
00:44:21.416 --> 00:44:23.354 that's just like a tougher setting,
NOTE Confidence: 0.9329167533333333
00:44:23.360 --> 00:44:23.661 right?
NOTE Confidence: 0.9329167533333333
00:44:23.661 --> 00:44:26.069 Like maybe they really did well on one
NOTE Confidence: 0.9329167533333333
00:44:26.069 --> 00:44:28.280 rotation because they have that knowledge,
NOTE Confidence: 0.9329167533333333
00:44:28.280 --> 00:44:29.726 they have that skill set or
NOTE Confidence: 0.9329167533333333
00:44:29.726 --> 00:44:31.350 maybe they were just working in
NOTE Confidence: 0.9329167533333333
00:44:31.350 --> 00:44:32.860 like a learning environment that
NOTE Confidence: 0.9329167533333333
00:44:32.860 --> 00:44:34.404 they felt really comfortable in
NOTE Confidence: 0.9329167533333333
00:44:34.404 --> 00:44:35.874 that they could thrive in.
NOTE Confidence: 0.9329167533333333
00:44:35.880 --> 00:44:38.435 So the data is just so messy.
NOTE Confidence: 0.9329167533333333

00:44:38.440 --> 00:44:40.550 In addition to them taking
NOTE Confidence: 0.9329167533333333

00:44:40.550 --> 00:44:43.080 time to improve on their own,
NOTE Confidence: 0.9329167533333333

00:44:43.080 --> 00:44:44.952 some more challenges that we think
NOTE Confidence: 0.9329167533333333

00:44:44.952 --> 00:44:47.099 of the lack of early information
NOTE Confidence: 0.9329167533333333

00:44:47.099 --> 00:44:49.422 we described the like a double
NOTE Confidence: 0.9329167533333333

00:44:49.422 --> 00:44:51.077 edged sword of forward feeding,
NOTE Confidence: 0.9329167533333333

00:44:51.080 --> 00:44:53.344 educational hand off attitudinal.
NOTE Confidence: 0.9329167533333333

00:44:53.344 --> 00:44:56.740 So the insight that I mentioned
NOTE Confidence: 0.768396299285714

00:44:56.835 --> 00:44:58.839 motivation can come up.
NOTE Confidence: 0.768396299285714

00:44:58.840 --> 00:44:59.680 I have seen it come up,
NOTE Confidence: 0.768396299285714

00:44:59.680 --> 00:45:02.760 it doesn't come up all the time
NOTE Confidence: 0.768396299285714

00:45:02.760 --> 00:45:04.356 or that often to be honest.
NOTE Confidence: 0.768396299285714

00:45:04.360 --> 00:45:05.800 A bigger thing I honestly
NOTE Confidence: 0.768396299285714

00:45:05.800 --> 00:45:07.240 see is just like shame.
NOTE Confidence: 0.768396299285714

00:45:07.240 --> 00:45:08.920 There was a great JAMA paper
NOTE Confidence: 0.768396299285714

00:45:08.920 --> 00:45:10.760 on shame a few years ago.

NOTE Confidence: 0.768396299285714
00:45:10.760 --> 00:45:12.800 Academic medicine has said some
NOTE Confidence: 0.768396299285714
00:45:12.800 --> 00:45:14.220 perspective pieces and actually
NOTE Confidence: 0.768396299285714
00:45:14.220 --> 00:45:15.995 some qualitative studies on this.
NOTE Confidence: 0.768396299285714
00:45:16.000 --> 00:45:17.674 This is a big aspect of what we do.
NOTE Confidence: 0.768396299285714
00:45:17.680 --> 00:45:19.745 I saw in the comments earlier talking
NOTE Confidence: 0.768396299285714
00:45:19.745 --> 00:45:21.620 about the high performers, right?
NOTE Confidence: 0.768396299285714
00:45:21.620 --> 00:45:23.420 And we're in this world of
NOTE Confidence: 0.768396299285714
00:45:23.420 --> 00:45:24.920 so much positive feedback.
NOTE Confidence: 0.768396299285714
00:45:24.920 --> 00:45:26.558 And you know, we can say terms
NOTE Confidence: 0.768396299285714
00:45:26.558 --> 00:45:27.920 like growth mindset all the time,
NOTE Confidence: 0.768396299285714
00:45:27.920 --> 00:45:29.900 but that's honestly just not how
NOTE Confidence: 0.768396299285714
00:45:29.900 --> 00:45:32.120 the way all of us are, even myself,
NOTE Confidence: 0.768396299285714
00:45:32.120 --> 00:45:34.490 you know, for resources.
NOTE Confidence: 0.768396299285714
00:45:34.490 --> 00:45:36.440 So this is a big thing.
NOTE Confidence: 0.768396299285714
00:45:36.440 --> 00:45:38.239 I, you know, I'll give this talk,
NOTE Confidence: 0.768396299285714

00:45:38.240 --> 00:45:40.736 I'll show like all my slides of our

NOTE Confidence: 0.768396299285714

00:45:40.736 --> 00:45:42.338 success team, all these resources,

NOTE Confidence: 0.768396299285714

00:45:42.338 --> 00:45:43.642 particularly a drama coach

NOTE Confidence: 0.768396299285714

00:45:43.642 --> 00:45:45.200 can always get some like,

NOTE Confidence: 0.768396299285714

00:45:45.200 --> 00:45:46.222 eyebrows raised.

NOTE Confidence: 0.768396299285714

00:45:46.222 --> 00:45:49.799 But this is tough in different settings.

NOTE Confidence: 0.768396299285714

00:45:49.800 --> 00:45:51.560 And you know the the,

NOTE Confidence: 0.768396299285714

00:45:51.560 --> 00:45:53.702 the biggest one I think that you

NOTE Confidence: 0.768396299285714

00:45:53.702 --> 00:45:55.799 would hope for is at least time,

NOTE Confidence: 0.768396299285714

00:45:55.800 --> 00:45:57.440 time to do those observations

NOTE Confidence: 0.768396299285714

00:45:57.440 --> 00:45:58.752 in a consistent fashion.

NOTE Confidence: 0.768396299285714

00:45:58.760 --> 00:46:01.285 That's something I've really tried

NOTE Confidence: 0.768396299285714

00:46:01.285 --> 00:46:04.665 to do myself is trying and to bring

NOTE Confidence: 0.768396299285714

00:46:04.665 --> 00:46:07.380 learners on service with me to get

NOTE Confidence: 0.768396299285714

00:46:07.380 --> 00:46:09.678 reps with them virtually with SPS.

NOTE Confidence: 0.768396299285714

00:46:09.680 --> 00:46:12.236 But that's just not always realistic.

NOTE Confidence: 0.768396299285714
00:46:12.240 --> 00:46:13.724 Sometimes you have to get the faculty
NOTE Confidence: 0.768396299285714
00:46:13.724 --> 00:46:15.040 to do so, and that can be tough.
NOTE Confidence: 0.768396299285714
00:46:15.040 --> 00:46:16.540 Sometimes your faculty who are
NOTE Confidence: 0.768396299285714
00:46:16.540 --> 00:46:18.139 working with learners need to be,
NOTE Confidence: 0.768396299285714
00:46:18.139 --> 00:46:18.838 like, trained up.
NOTE Confidence: 0.768396299285714
00:46:18.840 --> 00:46:19.905 Another reason why it's great
NOTE Confidence: 0.768396299285714
00:46:19.905 --> 00:46:20.757 to be a faculty.
NOTE Confidence: 0.768396299285714
00:46:20.760 --> 00:46:23.436 Coming out to these Yes series.
NOTE Confidence: 0.768396299285714
00:46:23.440 --> 00:46:24.730 And then just the types of
NOTE Confidence: 0.768396299285714
00:46:24.730 --> 00:46:25.800 assessments can be tricky too.
NOTE Confidence: 0.768396299285714
00:46:25.800 --> 00:46:28.224 There just often aren't many ways
NOTE Confidence: 0.768396299285714
00:46:28.224 --> 00:46:31.771 for us to do that and following up,
NOTE Confidence: 0.768396299285714
00:46:31.771 --> 00:46:33.759 they're often unclear parameters
NOTE Confidence: 0.768396299285714
00:46:33.759 --> 00:46:34.753 for outcomes,
NOTE Confidence: 0.768396299285714
00:46:34.760 --> 00:46:35.310 right Like,
NOTE Confidence: 0.768396299285714

00:46:35.310 --> 00:46:37.510 so it's been a while since I've sat
NOTE Confidence: 0.768396299285714

00:46:37.570 --> 00:46:39.560 in on clinical competency meeting,
NOTE Confidence: 0.768396299285714

00:46:39.560 --> 00:46:40.616 but I know right,
NOTE Confidence: 0.768396299285714

00:46:40.616 --> 00:46:42.200 like you're moving your learners along.
NOTE Confidence: 0.768396299285714

00:46:42.200 --> 00:46:43.730 Like at what point is like
NOTE Confidence: 0.768396299285714

00:46:43.730 --> 00:46:45.240 the point of no return?
NOTE Confidence: 0.768396299285714

00:46:45.240 --> 00:46:47.590 Like we need to extend
NOTE Confidence: 0.768396299285714

00:46:47.590 --> 00:46:49.000 this learner's training.
NOTE Confidence: 0.768396299285714

00:46:49.000 --> 00:46:50.125 At what point have we
NOTE Confidence: 0.768396299285714

00:46:50.125 --> 00:46:50.800 seen enough information?
NOTE Confidence: 0.768396299285714

00:46:50.800 --> 00:46:53.320 How much do we value this versus that data?
NOTE Confidence: 0.768396299285714

00:46:53.320 --> 00:46:55.273 So it can be tricky to figure out when
NOTE Confidence: 0.768396299285714

00:46:55.273 --> 00:46:56.840 you've had enough data to say you,
NOTE Confidence: 0.768396299285714

00:46:56.840 --> 00:46:59.558 you can decide on that outcome.
NOTE Confidence: 0.768396299285714

00:46:59.560 --> 00:47:01.360 Stakeholders can be tricky to
NOTE Confidence: 0.768396299285714

00:47:01.360 --> 00:47:02.800 identify and collaborate with.

NOTE Confidence: 0.768396299285714
00:47:02.800 --> 00:47:04.872 So there are a lot of challenges
NOTE Confidence: 0.768396299285714
00:47:04.872 --> 00:47:06.440 obviously in performance improvement.
NOTE Confidence: 0.768396299285714
00:47:06.440 --> 00:47:07.601 But you know,
NOTE Confidence: 0.768396299285714
00:47:07.601 --> 00:47:09.923 hopefully there are some like tools
NOTE Confidence: 0.768396299285714
00:47:09.923 --> 00:47:12.593 and strategies that that we can
NOTE Confidence: 0.768396299285714
00:47:12.593 --> 00:47:14.776 share with each other that you know,
NOTE Confidence: 0.768396299285714
00:47:14.776 --> 00:47:16.400 it might be like suggesting as well.
NOTE Confidence: 0.768396299285714
00:47:16.400 --> 00:47:19.800 I think you know as a whole in
NOTE Confidence: 0.768396299285714
00:47:19.800 --> 00:47:22.262 medical education we are lowering our
NOTE Confidence: 0.768396299285714
00:47:22.262 --> 00:47:24.226 threshold and we're destigmatizing
NOTE Confidence: 0.768396299285714
00:47:24.226 --> 00:47:27.323 more about how we frame just
NOTE Confidence: 0.768396299285714
00:47:27.323 --> 00:47:29.435 improvement which is important.
NOTE Confidence: 0.768396299285714
00:47:29.440 --> 00:47:30.400 And you know, as I,
NOTE Confidence: 0.768396299285714
00:47:30.400 --> 00:47:31.798 as we think about moving forward,
NOTE Confidence: 0.768396299285714
00:47:31.800 --> 00:47:35.088 I think just the name can be tricky
NOTE Confidence: 0.768396299285714

00:47:35.088 --> 00:47:37.358 sometimes there are formal there,
NOTE Confidence: 0.768396299285714

00:47:37.360 --> 00:47:39.172 there are times when you formally
NOTE Confidence: 0.768396299285714

00:47:39.172 --> 00:47:40.800 need to use these words.
NOTE Confidence: 0.768396299285714

00:47:40.800 --> 00:47:42.550 But it's been a long time since
NOTE Confidence: 0.768396299285714

00:47:42.550 --> 00:47:43.300 I was called
NOTE Confidence: 0.920274477692308

00:47:43.357 --> 00:47:44.719 director of remediation.
NOTE Confidence: 0.920274477692308

00:47:44.720 --> 00:47:47.400 I was hired into that role in January
NOTE Confidence: 0.920274477692308

00:47:47.400 --> 00:47:49.464 2021 and I only had four students who
NOTE Confidence: 0.920274477692308

00:47:49.464 --> 00:47:51.840 I was working with because they had.
NOTE Confidence: 0.920274477692308

00:47:51.840 --> 00:47:54.584 They were only at that point where
NOTE Confidence: 0.920274477692308

00:47:54.584 --> 00:47:56.759 something really bad had happened.
NOTE Confidence: 0.920274477692308

00:47:56.760 --> 00:47:59.048 And now and since then January 2021,
NOTE Confidence: 0.920274477692308

00:47:59.048 --> 00:48:00.200 I'm getting close to,
NOTE Confidence: 0.920274477692308

00:48:00.200 --> 00:48:02.520 I've worked with 200 learners
NOTE Confidence: 0.920274477692308

00:48:02.520 --> 00:48:04.984 and many of them have been self
NOTE Confidence: 0.920274477692308

00:48:04.984 --> 00:48:06.680 referring themselves so to speak.

NOTE Confidence: 0.920274477692308
00:48:06.680 --> 00:48:08.714 I mean, I think there's a value in that,
NOTE Confidence: 0.920274477692308
00:48:08.720 --> 00:48:11.056 right, As if we move more towards just
NOTE Confidence: 0.920274477692308
00:48:11.056 --> 00:48:12.472 coaching and performance improvement
NOTE Confidence: 0.920274477692308
00:48:12.472 --> 00:48:14.776 and getting a more support system
NOTE Confidence: 0.920274477692308
00:48:14.776 --> 00:48:17.040 like Dana Adena's coaching program.
NOTE Confidence: 0.920274477692308
00:48:17.040 --> 00:48:18.920 So it's not just me and we can
NOTE Confidence: 0.920274477692308
00:48:18.920 --> 00:48:20.540 catch learners earlier on in
NOTE Confidence: 0.920274477692308
00:48:20.540 --> 00:48:22.160 the process or support them.
NOTE Confidence: 0.920274477692308
00:48:22.160 --> 00:48:23.480 So they don't necessarily need
NOTE Confidence: 0.920274477692308
00:48:23.480 --> 00:48:25.439 to get to me at any point.
NOTE Confidence: 0.920274477692308
00:48:25.440 --> 00:48:27.312 So I think transitioning that as
NOTE Confidence: 0.920274477692308
00:48:27.312 --> 00:48:31.400 much as we can is certainly of value.
NOTE Confidence: 0.920274477692308
00:48:31.400 --> 00:48:34.140 So what about qualities of
NOTE Confidence: 0.920274477692308
00:48:34.140 --> 00:48:35.236 successful programs.
NOTE Confidence: 0.920274477692308
00:48:35.240 --> 00:48:37.490 So as much as you can try and be
NOTE Confidence: 0.920274477692308

00:48:37.490 --> 00:48:39.226 learner centre, early identification,
NOTE Confidence: 0.920274477692308

00:48:39.226 --> 00:48:43.128 having data when you can is helpful, right.
NOTE Confidence: 0.920274477692308

00:48:43.128 --> 00:48:44.920 And so for example,
NOTE Confidence: 0.920274477692308

00:48:44.920 --> 00:48:47.062 we're going to start moving more towards
NOTE Confidence: 0.920274477692308

00:48:47.062 --> 00:48:49.239 like within our educational portfolio,
NOTE Confidence: 0.920274477692308

00:48:49.240 --> 00:48:50.695 those evaluations that are going
NOTE Confidence: 0.920274477692308

00:48:50.695 --> 00:48:52.822 to be coming up and they're going
NOTE Confidence: 0.920274477692308

00:48:52.822 --> 00:48:54.957 to be coached and reviewed as well.
NOTE Confidence: 0.920274477692308

00:48:54.960 --> 00:48:55.550 The resources.
NOTE Confidence: 0.920274477692308

00:48:55.550 --> 00:48:57.320 I think this is really tough
NOTE Confidence: 0.920274477692308

00:48:57.320 --> 00:48:58.560 at the GME level,
NOTE Confidence: 0.920274477692308

00:48:58.560 --> 00:49:00.192 particularly with smaller programs.
NOTE Confidence: 0.920274477692308

00:49:00.192 --> 00:49:03.062 But I do think there are benefits
NOTE Confidence: 0.920274477692308

00:49:03.062 --> 00:49:05.491 and maybe there's role in the future
NOTE Confidence: 0.920274477692308

00:49:05.491 --> 00:49:07.958 for a broader coaching program.
NOTE Confidence: 0.920274477692308

00:49:07.960 --> 00:49:10.720 I usually give this talk with Andrew Parsons,

NOTE Confidence: 0.920274477692308
00:49:10.720 --> 00:49:12.430 one of my frequent collaborators
NOTE Confidence: 0.920274477692308
00:49:12.430 --> 00:49:13.798 who's out of Virginia,
NOTE Confidence: 0.920274477692308
00:49:13.800 --> 00:49:17.814 and he has a GME role of broader coaching
NOTE Confidence: 0.920274477692308
00:49:17.814 --> 00:49:20.985 for everybody and all specialties
NOTE Confidence: 0.920274477692308
00:49:20.985 --> 00:49:23.400 can refer learners, so to speak,
NOTE Confidence: 0.920274477692308
00:49:23.400 --> 00:49:26.480 into those types of programs.
NOTE Confidence: 0.920274477692308
00:49:26.480 --> 00:49:28.784 And so anything else you can do there
NOTE Confidence: 0.920274477692308
00:49:28.784 --> 00:49:30.972 making sure those things outside the
NOTE Confidence: 0.920274477692308
00:49:30.972 --> 00:49:33.232 hospital are being supported like
NOTE Confidence: 0.920274477692308
00:49:33.232 --> 00:49:36.040 Wellness finances when possible as well.
NOTE Confidence: 0.920274477692308
00:49:36.040 --> 00:49:39.240 Those bring together like really
NOTE Confidence: 0.920274477692308
00:49:39.240 --> 00:49:41.800 strong successful support programs.
NOTE Confidence: 0.920274477692308
00:49:41.800 --> 00:49:43.680 And I think that kind of touches on
NOTE Confidence: 0.920274477692308
00:49:43.680 --> 00:49:46.066 what I consider the biggest future
NOTE Confidence: 0.920274477692308
00:49:46.066 --> 00:49:47.918 direction for performance improvement.
NOTE Confidence: 0.920274477692308

00:49:47.920 --> 00:49:50.867 Just trying our best to really move
NOTE Confidence: 0.920274477692308

00:49:50.867 --> 00:49:53.583 that forward having a lower threshold
NOTE Confidence: 0.920274477692308

00:49:53.583 --> 00:49:55.878 for having learners reach out,
NOTE Confidence: 0.920274477692308

00:49:55.880 --> 00:49:57.780 maybe having more standardized
NOTE Confidence: 0.920274477692308

00:49:57.780 --> 00:50:00.155 coaching and feedback with more
NOTE Confidence: 0.920274477692308

00:50:00.155 --> 00:50:01.421 longitudinal objective learners
NOTE Confidence: 0.920274477692308

00:50:01.421 --> 00:50:03.948 instead of relying at least at the
NOTE Confidence: 0.920274477692308

00:50:03.948 --> 00:50:06.235 GME level on just their in time
NOTE Confidence: 0.920274477692308

00:50:06.235 --> 00:50:08.305 evaluators I think and then just
NOTE Confidence: 0.920274477692308

00:50:08.305 --> 00:50:10.544 giving more robust support for the
NOTE Confidence: 0.920274477692308

00:50:10.544 --> 00:50:12.760 educators that are needed do that.
NOTE Confidence: 0.920274477692308

00:50:12.760 --> 00:50:13.120 Michael,
NOTE Confidence: 0.96952901

00:50:14.200 --> 00:50:16.680 I'm just thinking, you know,
NOTE Confidence: 0.96952901

00:50:16.680 --> 00:50:20.440 maybe with the coaching program,
NOTE Confidence: 0.96952901

00:50:20.440 --> 00:50:22.292 struggling learners will be
NOTE Confidence: 0.96952901

00:50:22.292 --> 00:50:25.070 detected earlier and and a a

NOTE Confidence: 0.96952901

00:50:25.153 --> 00:50:27.757 plan could be put in the place

NOTE Confidence: 0.96952901

00:50:27.757 --> 00:50:30.280 and maybe they never reach you.

NOTE Confidence: 0.930272395714286

00:50:31.520 --> 00:50:33.074 Yeah, you know, I think it's interesting.

NOTE Confidence: 0.930272395714286

00:50:33.080 --> 00:50:36.280 We were at the retreat and Dana was

NOTE Confidence: 0.930272395714286

00:50:36.280 --> 00:50:38.536 asking us earlier just about like how the

NOTE Confidence: 0.930272395714286

00:50:38.536 --> 00:50:40.280 coaching program has affected referrals.

NOTE Confidence: 0.930272395714286

00:50:40.280 --> 00:50:42.832 And we quite haven't like gotten to that

NOTE Confidence: 0.930272395714286

00:50:42.832 --> 00:50:45.068 stage simply because the coaches haven't been

NOTE Confidence: 0.930272395714286

00:50:45.068 --> 00:50:47.160 around long enough to really like compare.

NOTE Confidence: 0.930272395714286

00:50:47.160 --> 00:50:48.695 But it'll be really interesting

NOTE Confidence: 0.930272395714286

00:50:48.695 --> 00:50:50.834 to see next year because you could

NOTE Confidence: 0.930272395714286

00:50:50.834 --> 00:50:52.788 argue both ends are a success, right?

NOTE Confidence: 0.930272395714286

00:50:52.788 --> 00:50:54.636 Like if we get more referrals,

NOTE Confidence: 0.930272395714286

00:50:54.640 --> 00:50:56.213 that could be a success, right?

NOTE Confidence: 0.930272395714286

00:50:56.213 --> 00:50:57.984 And also if we got less referrals

NOTE Confidence: 0.930272395714286

00:50:57.984 --> 00:50:59.759 like that could also be a success.

NOTE Confidence: 0.930272395714286

00:50:59.760 --> 00:51:00.738 As you know,

NOTE Confidence: 0.930272395714286

00:51:00.738 --> 00:51:03.020 our coaches get more familiar with a

NOTE Confidence: 0.930272395714286

00:51:03.088 --> 00:51:05.640 lot of these like slick new study tools

NOTE Confidence: 0.930272395714286

00:51:05.640 --> 00:51:08.040 that are learners are using now. Or

NOTE Confidence: 0.962821282857143

00:51:08.040 --> 00:51:10.476 maybe you see the most extreme cases,

NOTE Confidence: 0.809487093

00:51:10.880 --> 00:51:12.392 right. And and maybe it's just like

NOTE Confidence: 0.809487093

00:51:12.392 --> 00:51:13.664 honestly like that, Michael, right?

NOTE Confidence: 0.809487093

00:51:13.664 --> 00:51:15.626 Like the acuity, so to speak,

NOTE Confidence: 0.809487093

00:51:15.626 --> 00:51:17.678 like there are less extreme cases,

NOTE Confidence: 0.809487093

00:51:17.680 --> 00:51:19.570 right, Because once a learner has

NOTE Confidence: 0.809487093

00:51:19.570 --> 00:51:21.672 gotten that far, it is really tough.

NOTE Confidence: 0.809487093

00:51:21.672 --> 00:51:23.862 It's really tough to pull them out

NOTE Confidence: 0.809487093

00:51:23.862 --> 00:51:25.877 without extending their training time,

NOTE Confidence: 0.819911491666667

00:51:29.320 --> 00:51:31.480 so open to questions and answers.

NOTE Confidence: 0.819911491666667

00:51:31.480 --> 00:51:33.880 I do want to make sure I leave

NOTE Confidence: 0.819911491666667

00:51:33.880 --> 00:51:35.382 this evaluation up there for

NOTE Confidence: 0.819911491666667

00:51:35.382 --> 00:51:37.038 any but for all of Y'all,

NOTE Confidence: 0.819911491666667

00:51:37.040 --> 00:51:38.532 we appreciate your feedback

NOTE Confidence: 0.819911491666667

00:51:38.532 --> 00:51:40.397 here with the Yes series,

NOTE Confidence: 0.819911491666667

00:51:40.400 --> 00:51:42.227 but I'm here for any other questions

NOTE Confidence: 0.819911491666667

00:51:42.227 --> 00:51:43.880 and thoughts that Y'all might have.

NOTE Confidence: 0.879815965714286

00:51:50.480 --> 00:51:51.754 Can can I just make a plug?

NOTE Confidence: 0.879815965714286

00:51:51.760 --> 00:51:54.762 Also that and just this is not

NOTE Confidence: 0.879815965714286

00:51:54.762 --> 00:51:56.570 that all of the people on the call

NOTE Confidence: 0.879815965714286

00:51:56.570 --> 00:51:58.320 today could come to all the yeses,

NOTE Confidence: 0.879815965714286

00:51:58.320 --> 00:52:00.318 but this also I think another

NOTE Confidence: 0.879815965714286

00:52:00.318 --> 00:52:01.988 characteristics for success is that

NOTE Confidence: 0.879815965714286

00:52:01.988 --> 00:52:03.934 all of this is built on hopefully

NOTE Confidence: 0.879815965714286

00:52:03.934 --> 00:52:05.544 that you've articulated your goals

NOTE Confidence: 0.879815965714286

00:52:05.544 --> 00:52:07.542 like so maybe learners aren't able

NOTE Confidence: 0.879815965714286

00:52:07.542 --> 00:52:09.200 to perform because they don't know,
NOTE Confidence: 0.879815965714286

00:52:09.200 --> 00:52:11.470 they can't guess what you want maybe
NOTE Confidence: 0.879815965714286

00:52:11.470 --> 00:52:13.080 like in the clinical realm for example.
NOTE Confidence: 0.879815965714286

00:52:13.080 --> 00:52:15.150 So thinking about being effective
NOTE Confidence: 0.879815965714286

00:52:15.150 --> 00:52:18.054 in setting your goals and we'd have
NOTE Confidence: 0.879815965714286

00:52:18.054 --> 00:52:20.341 sessions about then when you when
NOTE Confidence: 0.879815965714286

00:52:20.341 --> 00:52:23.008 you've that those have not been met
NOTE Confidence: 0.879815965714286

00:52:23.008 --> 00:52:25.398 how effective has your feedback been
NOTE Confidence: 0.879815965714286

00:52:25.400 --> 00:52:27.784 because a lot of times you know maybe
NOTE Confidence: 0.879815965714286

00:52:27.784 --> 00:52:29.382 people struggle because we remain
NOTE Confidence: 0.879815965714286

00:52:29.382 --> 00:52:31.531 unclear and we remain like not giving
NOTE Confidence: 0.879815965714286

00:52:31.531 --> 00:52:33.313 them feedback and then they struggle
NOTE Confidence: 0.879815965714286

00:52:33.313 --> 00:52:35.357 and then we are in a worse position.
NOTE Confidence: 0.879815965714286

00:52:35.360 --> 00:52:39.158 So ideally this is all kind of built on
NOTE Confidence: 0.879815965714286

00:52:39.160 --> 00:52:42.884 these found this foundational skills.
NOTE Confidence: 0.879815965714286

00:52:42.884 --> 00:52:47.240 So just want to put put that in there.

NOTE Confidence: 0.879815965714286
00:52:47.240 --> 00:52:47.840 Definitely agree.
NOTE Confidence: 0.839108692173913
00:52:51.680 --> 00:52:53.408 I don't know if you did you have
NOTE Confidence: 0.839108692173913
00:52:53.408 --> 00:52:54.657 any resources on another slide
NOTE Confidence: 0.839108692173913
00:52:54.657 --> 00:52:56.181 or anything before any people go
NOTE Confidence: 0.839108692173913
00:52:56.181 --> 00:52:58.200 away till everybody I did and I'll
NOTE Confidence: 0.839108692173913
00:52:58.200 --> 00:52:59.960 go away and you, you can honestly
NOTE Confidence: 0.914469949545454
00:53:00.000 --> 00:53:01.716 I feel like I need Linda's
NOTE Confidence: 0.914469949545454
00:53:01.716 --> 00:53:03.177 permission because poor Linda has
NOTE Confidence: 0.914469949545454
00:53:03.177 --> 00:53:04.743 not been getting any people filling
NOTE Confidence: 0.914469949545454
00:53:04.743 --> 00:53:06.599 out like my session evaluations.
NOTE Confidence: 0.914469949545454
00:53:06.600 --> 00:53:08.518 And I think it's 'cause I'm not
NOTE Confidence: 0.914469949545454
00:53:08.518 --> 00:53:10.118 lingering long enough on this slide,
NOTE Confidence: 0.914469949545454
00:53:10.120 --> 00:53:12.122 but I'm happy to like open up
NOTE Confidence: 0.914469949545454
00:53:12.122 --> 00:53:13.760 to other resources as far as we
NOTE Confidence: 0.903775872
00:53:13.800 --> 00:53:15.640 do 60 seconds typically.
NOTE Confidence: 0.903775872

00:53:15.640 --> 00:53:18.400 So I think I was perfect.
NOTE Confidence: 0.903775872

00:53:18.400 --> 00:53:19.360 Oh, and yes, Pete,
NOTE Confidence: 0.692182736

00:53:21.200 --> 00:53:22.653 we have some upcoming talks. Dana,
NOTE Confidence: 0.692182736

00:53:22.653 --> 00:53:26.364 if you want to mention and then I can
NOTE Confidence: 0.692182736

00:53:26.364 --> 00:53:27.918 put the resources on the last slide.
NOTE Confidence: 0.842927181538462

00:53:28.600 --> 00:53:31.316 Yeah, the Med Ed discussion group on
NOTE Confidence: 0.842927181538462

00:53:31.316 --> 00:53:33.599 nutrition with Nate Wood coming up.
NOTE Confidence: 0.842927181538462

00:53:33.600 --> 00:53:36.048 And then we have a session on chalk talks
NOTE Confidence: 0.842927181538462

00:53:36.048 --> 00:53:38.560 for this Yes series with Jeremy Mueller.
NOTE Confidence: 0.842927181538462

00:53:38.560 --> 00:53:40.279 There's the QR code if you want to register.
NOTE Confidence: 0.842927181538462

00:53:40.280 --> 00:53:41.438 Thanks, Dylan. You can go on.
NOTE Confidence: 0.898480294

00:53:43.440 --> 00:53:45.552 All right. And so thank you so much
NOTE Confidence: 0.898480294

00:53:45.552 --> 00:53:47.540 for being at today's Yes series
NOTE Confidence: 0.898480294

00:53:47.540 --> 00:53:49.500 where we talked about training
NOTE Confidence: 0.898480294

00:53:49.500 --> 00:53:51.500 performance improvement, We talked
NOTE Confidence: 0.898480294

00:53:51.500 --> 00:53:54.040 about the current state of education.

NOTE Confidence: 0.898480294
00:53:54.040 --> 00:53:55.726 We talked about the future as
NOTE Confidence: 0.898480294
00:53:55.726 --> 00:53:58.039 well and how to identify learners,
NOTE Confidence: 0.898480294
00:53:58.040 --> 00:53:59.980 what stages of feedback,
NOTE Confidence: 0.898480294
00:53:59.980 --> 00:54:02.931 what stages of struggle, so to speak,
NOTE Confidence: 0.898480294
00:54:02.931 --> 00:54:04.953 and also what might be like
NOTE Confidence: 0.898480294
00:54:04.953 --> 00:54:06.790 holistic approaches to helping
NOTE Confidence: 0.898480294
00:54:06.790 --> 00:54:09.160 them meet their goals eventually.
NOTE Confidence: 0.898480294
00:54:09.160 --> 00:54:11.848 So some resources here and thank you so
NOTE Confidence: 0.898480294
00:54:11.848 --> 00:54:15.116 much for coming out again to this Yes series.
NOTE Confidence: 0.587864654333333
00:54:17.160 --> 00:54:18.798 Thanks, Nilan. Yeah.
NOTE Confidence: 0.939600057
00:54:18.800 --> 00:54:20.840 And any questions anybody has while
NOTE Confidence: 0.939600057
00:54:20.840 --> 00:54:22.200 you're downloading his references,
NOTE Confidence: 0.8265908
00:54:29.800 --> 00:54:31.040 you have clapping hands.
NOTE Confidence: 0.7637553125
00:54:32.200 --> 00:54:32.880 I'll take it. I
NOTE Confidence: 0.472555235
00:54:44.810 --> 00:54:46.930 don't know if you guys like, you know,
NOTE Confidence: 0.472555235

00:54:46.930 --> 00:54:49.130 looking at it more aesthetically

NOTE Confidence: 0.472555235

00:54:49.130 --> 00:54:50.570 pleasing picture everybody.

NOTE Confidence: 0.472555235

00:54:50.570 --> 00:54:51.410 I think I'm going to go,

NOTE Confidence: 0.472555235

00:54:51.410 --> 00:54:52.570 there's some people out here,

NOTE Confidence: 0.472555235

00:54:52.570 --> 00:54:55.650 Dana, I think I'm going to say

NOTE Confidence: 0.472555235

00:54:55.650 --> 00:54:57.272 congratulations to some of the.

NOTE Confidence: 0.472555235

00:54:57.272 --> 00:54:58.890 Yeah, go check it out. All right.

NOTE Confidence: 0.533408171428571

00:54:59.530 --> 00:55:00.846 We'll, we'll catch up the the line.

NOTE Confidence: 0.533408171428571

00:55:00.850 --> 00:55:01.650 And thank you very much.

NOTE Confidence: 0.533408171428571

00:55:01.650 --> 00:55:03.370 And thanks everybody for joining. All

NOTE Confidence: 0.634255896666667

00:55:03.370 --> 00:55:07.000 right. Bye all. Thank you.