WEBVTT

00:00:00.000 --> 00:00:02.770 An educator series called Yes

00:00:02.770 --> 00:00:06.520 and that is I believe Fridays.

00:00:06.520 --> 00:00:10.531 So there is there is basically about

00:00:10.531 --> 00:00:15.200 every week or every other week a session

00:00:15.200 --> 00:00:17.700 that is geared towards enhancing

00:00:17.700 --> 00:00:21.436 your skills as educators and so very

00:00:21.436 --> 00:00:24.116 excited about this upcoming year.

00:00:24.120 --> 00:00:26.826 So wanted to introduce our first

00:00:26.826 --> 00:00:30.286 speaker of the year and it's really

00:00:30.286 --> 00:00:33.874 an honor to introduce Rachel Osborne,

00:00:33.874 --> 00:00:38.650 who I personally recruited back to Yale.

00:00:38.650 --> 00:00:41.170 I know there were many other voices,

00:00:41.170 --> 00:00:45.568 but particularly proud of this achievement.

00:00:45.570 --> 00:00:46.610 As you all know, Rachel,

NOTE Confidence: 0.9291291

00:00:46.610 --> 00:00:48.498 she's presently the residency

NOTE Confidence: 0.9291291

00:00:48.498 --> 00:00:51.330 director and as of July 1st,

NOTE Confidence: 0.9291291

00:00:51.330 --> 00:00:53.751 Associate professor of

NOTE Confidence: 0.9291291

00:00:53.751 --> 00:00:56.979 Pediatrics and hospital Medicine.

NOTE Confidence: 0.9291291

00:00:56.980 --> 00:00:59.410 And for those of you who might not have

NOTE Confidence: 0.9291291

00:00:59.410 --> 00:01:01.896 known Rachel for that long or her history,

NOTE Confidence: 0.9291291

00:01:01.900 --> 00:01:03.840 Rachel did her undergrad at

NOTE Confidence: 0.9291291

00:01:03.840 --> 00:01:06.400 Stanford and then got her Masters

NOTE Confidence: 0.9291291

00:01:06.400 --> 00:01:09.500 in Arts and teaching also,

NOTE Confidence: 0.9291291

00:01:09.500 --> 00:01:11.340 and that was at National

NOTE Confidence: 0.9327031

00:01:12.460 --> 00:01:13.725 Lewis University. It's a teachers

NOTE Confidence: 0.9327031

00:01:13.725 --> 00:01:15.980 college when I was a high school teacher.

NOTE Confidence: 0.9327031

00:01:17.460 --> 00:01:21.180 And so Rachel's kind of

NOTE Confidence: 0.9327031

00:01:21.180 --> 00:01:24.024 understanding education certainly

NOTE Confidence: 0.9327031

00:01:24.024 --> 00:01:28.110 far preceded this present position.

NOTE Confidence: 0.9327031

00:01:28.110 --> 00:01:31.760 She was a residence here,

NOTE Confidence: 0.9327031

00:01:31.760 --> 00:01:35.480 a chief resident in Med Pete's,

NOTE Confidence: 0.9327031

00:01:35.480 --> 00:01:38.666 and then was an instructor in

NOTE Confidence: 0.9327031

00:01:38.666 --> 00:01:41.360 Pediatrics as well as, let's see,

NOTE Confidence: 0.9327031

00:01:41.360 --> 00:01:43.432 an assistant professor before

NOTE Confidence: 0.9327031

00:01:43.432 --> 00:01:46.540 leaving us to go to University

NOTE Confidence: 0.9327031

00:01:46.633 --> 00:01:48.878 of Michigan for two years.

NOTE Confidence: 0.9327031

00:01:48.880 --> 00:01:53.152 At which point we recruited her back in

NOTE Confidence: 0.9327031

00:01:53.152 --> 00:01:57.160 order to become our residency director.

NOTE Confidence: 0.9327031

00:01:57.160 --> 00:02:01.570 Certainly Rachel has a strong history

NOTE Confidence: 0.9327031

00:02:01.684 --> 00:02:06.028 in Qi and her understanding of how

NOTE Confidence: 0.9327031

00:02:06.028 --> 00:02:10.980 to first of all problem solve,

NOTE Confidence: 0.9327031

00:02:10.980 --> 00:02:15.680 her adherence to critical thinking and

NOTE Confidence: 0.9327031

00:02:15.680 --> 00:02:18.680 her support for critical thinking in

NOTE Confidence: 0.9327031

00:02:18.680 --> 00:02:22.010 the residency program and her approach

NOTE Confidence: 0.9327031

00:02:22.010 --> 00:02:25.251 in terms of education as a systems

NOTE Confidence: 0.9327031

00:02:25.251 --> 00:02:28.770 process to me is just unparalleled.

NOTE Confidence: 0.9327031

00:02:28.770 --> 00:02:31.566 Rachel has done work in the

NOTE Confidence: 0.9327031

00:02:31.570 --> 00:02:34.338 X&amp;Y scheduling for clinic.

NOTE Confidence: 0.9327031

00:02:34.338 --> 00:02:38.490 She's also done work in addressing

NOTE Confidence: 0.9327031

00:02:38.490 --> 00:02:41.435 bias and discrimination in the

NOTE Confidence: 0.9327031

00:02:41.435 --> 00:02:44.380 recruitment process and most recently

NOTE Confidence: 0.9327031

00:02:44.467 --> 00:02:47.435 is really I would say a pioneer

NOTE Confidence: 0.9327031

00:02:47.435 --> 00:02:50.009 in the ambulatory core rotations

NOTE Confidence: 0.9327031

00:02:50.010 --> 00:02:51.809 and that's just to name a few.

NOTE Confidence: 0.9327031

00:02:51.810 --> 00:02:56.415 And of course Rachel has every year the,

NOTE Confidence: 0.9327031

00:02:56.415 --> 00:02:59.640 regardless of which institution she's

NOTE Confidence: 0.9327031

00:02:59.640 --> 00:03:03.330 in has received honors in teaching,

NOTE Confidence: 0.9327031

00:03:03.330 --> 00:03:05.706 whether it's the honor roll here

NOTE Confidence: 0.9327031

00:03:05.706 --> 00:03:07.290 or University of Michigan.

NOTE Confidence: 0.9327031

00:03:07.290 --> 00:03:09.450 So I'm extremely,

NOTE Confidence: 0.9327031

00:03:09.450 --> 00:03:12.282 extremely honored to have Rachel as

NOTE Confidence: 0.9327031

00:03:12.282 --> 00:03:14.370 one of our educational leaders and

NOTE Confidence: 0.9327031

00:03:14.443 --> 00:03:16.453 certainly as our first speaker to

NOTE Confidence: 0.9327031

00:03:16.453 --> 00:03:19.560 kick off is year into the pediatric

NOTE Confidence: 0.9327031

00:03:19.560 --> 00:03:21.135 education learning community.

NOTE Confidence: 0.9327031

00:03:21.140 --> 00:03:22.040 So thank you,

NOTE Confidence: 0.9327031

00:03:22.040 --> 00:03:22.340 Rachel.

NOTE Confidence: 0.9311347

00:03:23.700 --> 00:03:25.020 Thank you so much, Panina,

NOTE Confidence: 0.9311347

00:03:25.020 --> 00:03:26.580 and thanks everybody for coming.

NOTE Confidence: 0.9311347

00:03:26.580 --> 00:03:28.464 It's actually really exciting to see

NOTE Confidence: 0.9311347

00:03:28.464 --> 00:03:30.540 this many people sort of excited to,

NOTE Confidence: 0.9311347

00:03:30.540 --> 00:03:33.618 to spend lunch with me today.

NOTE Confidence: 0.9311347

00:03:33.620 --> 00:03:35.419 This session is going to be interactive.

NOTE Confidence: 0.9311347

00:03:35.420 --> 00:03:37.058 I'm not going to do the thing

NOTE Confidence: 0.9311347

00:03:37.058 --> 00:03:38.655 with my residents where I make

NOTE Confidence: 0.9311347

00:03:38.655 --> 00:03:40.055 everybody turn on their cameras,

NOTE Confidence: 0.9311347

00:03:40.060 --> 00:03:41.544 but at some point I probably will

NOTE Confidence: 0.9311347

00:03:41.544 --> 00:03:43.241 ask folks to turn on cameras because

NOTE Confidence: 0.9311347

00:03:43.241 --> 00:03:45.090 we're going to go into breakout rooms.

NOTE Confidence: 0.9311347

00:03:45.090 --> 00:03:47.154 And talking to yourself on Zoom

NOTE Confidence: 0.9311347

00:03:47.154 --> 00:03:48.840 is always a little disconcerting.

NOTE Confidence: 0.9311347

00:03:48.840 --> 00:03:51.010 So if you're eating lunch or whatever,

NOTE Confidence: 0.9311347

00:03:51.010 --> 00:03:52.402 just be prepared that we are

NOTE Confidence: 0.9311347

00:03:52.402 --> 00:03:53.948 going to go into some breakout

NOTE Confidence: 0.9311347

00:03:53.948 --> 00:03:55.646 rooms a couple of times today.

NOTE Confidence: 0.9311347

00:03:55.650 --> 00:03:59.098 And this is really meant to be quite

NOTE Confidence: 0.9311347

00:03:59.098 --> 00:04:01.448 informal and sort of give you a little

NOTE Confidence: 0.9311347

00:04:01.448 --> 00:04:04.006 bit of an overview of how learning

NOTE Confidence: 0.9311347

00:04:04.006 --> 00:04:06.081 theory can inform the decisions

NOTE Confidence: 0.9311347

00:04:06.081 --> 00:04:08.609 we make when teaching residents.

NOTE Confidence: 0.9311347

00:04:08.610 --> 00:04:11.410 I will add. Medical students, I will.

NOTE Confidence: 0.9311347

00:04:11.410 --> 00:04:13.830 I will just offer a quick

NOTE Confidence: 0.9311347

00:04:13.830 --> 00:04:14.770 disclaimer before I begin.

NOTE Confidence: 0.9311347

00:04:14.770 --> 00:04:16.626 I'm in my office and my Wi-Fi is

NOTE Confidence: 0.9311347

00:04:16.626 --> 00:04:18.410 sometimes a little challenging here.

NOTE Confidence: 0.9311347

00:04:18.410 --> 00:04:19.890 So if I freeze for just a moment,

NOTE Confidence: 0.9311347

00:04:19.890 --> 00:04:21.367 know that I'm going to come back.

NOTE Confidence: 0.9311347

00:04:21.370 --> 00:04:22.690 But I turned off the blur,

NOTE Confidence: 0.9311347

00:04:22.690 --> 00:04:24.808 my background to save all my

NOTE Confidence: 0.9311347

00:04:24.808 --> 00:04:26.570 processor speed that I can.

NOTE Confidence: 0.9311347

00:04:26.570 --> 00:04:28.446 So to start, I have no disclosures.

NOTE Confidence: 0.9311347

00:04:28.450 --> 00:04:29.110 As I always say,

NOTE Confidence: 0.9311347

00:04:29.110 --> 00:04:30.979 if anyone has a lead on any way that I

NOTE Confidence: 0.9311347

00:04:30.979 --> 00:04:32.444 can get something that someone will pay

NOTE Confidence: 0.9311347

00:04:32.444 --> 00:04:34.046 me to do that I would have to disclose,

NOTE Confidence: 0.9311347

00:04:34.050 --> 00:04:35.330 just let me know.

NOTE Confidence: 0.9311347

00:04:35.330 --> 00:04:36.930 But until such time arises,

NOTE Confidence: 0.9311347

00:04:36.930 --> 00:04:38.190 I have no disclosures.

NOTE Confidence: 0.9311347

00:04:38.190 --> 00:04:39.765 And I'm going to start.

NOTE Confidence: 0.9311347

00:04:39.770 --> 00:04:41.651 I just came off a very busy week of

NOTE Confidence: 0.9311347

00:04:41.651 --> 00:04:43.088 service on the Blue Orange team.

NOTE Confidence: 0.9311347

00:04:43.090 --> 00:04:44.658 And I'm going to start by sort

NOTE Confidence: 0.9311347

00:04:44.658 --> 00:04:46.451 of talking a little bit about an

NOTE Confidence: 0.9311347

00:04:46.451 --> 00:04:48.306 actual case from this past week to

NOTE Confidence: 0.9311347

00:04:48.306 --> 00:04:50.098 give you a sense of how complex

NOTE Confidence: 0.9311347

00:04:50.098 --> 00:04:51.906 the task is that we're actually

NOTE Confidence: 0.9311347

00:04:51.906 --> 00:04:54.094 asking people to learn how to do

NOTE Confidence: 0.9311347

00:04:54.094 --> 00:04:55.970 in a really short period of time.

NOTE Confidence: 0.9311347

00:04:55.970 --> 00:04:57.690 So we have an 11.

NOTE Confidence: 0.9311347

00:04:57.690 --> 00:04:59.466 I I came into morning bolus my first

NOTE Confidence: 0.9311347

00:04:59.466 --> 00:05:01.516 day of service and heard from my from

NOTE Confidence: 0.9311347

00:05:01.516 --> 00:05:03.401 my night senior and my night intern

8

NOTE Confidence: 0.9311347

00:05:03.401 --> 00:05:05.249 in a little 30 minute conference in

NOTE Confidence: 0.9311347

00:05:05.250 --> 00:05:07.842 the morning that we had an 11 year old,

NOTE Confidence: 0.9311347

00:05:07.850 --> 00:05:10.352 previously healthy boy admitted with four

NOTE Confidence: 0.9311347

00:05:10.352 --> 00:05:12.970 days of progressive neck and back pain.

NOTE Confidence: 0.9311347

00:05:12.970 --> 00:05:15.354 And they went through and sort of told

NOTE Confidence: 0.9311347

00:05:15.354 --> 00:05:17.031 me different different facts about

NOTE Confidence: 0.9311347

00:05:17.031 --> 00:05:19.404 him including that he'd had a fever,

NOTE Confidence: 0.9311347

00:05:19.410 --> 00:05:21.462 had been in the emergency department

NOTE Confidence: 0.9311347

00:05:21.462 --> 00:05:23.847 and had had an unsuccessful LP

NOTE Confidence: 0.9311347

00:05:23.847 --> 00:05:26.508 attempted times two while he was in

NOTE Confidence: 0.9311347

00:05:26.508 --> 00:05:28.806 the while he was in the emergency

NOTE Confidence: 0.9311347

00:05:28.806 --> 00:05:31.177 room and was sort of admitted for

NOTE Confidence: 0.9311347

00:05:31.177 --> 00:05:34.476 this idea that he was going to be re

NOTE Confidence: 0.9311347

00:05:34.476 --> 00:05:37.740 LPD with interventional radiology.

NOTE Confidence: 0.9311347

00:05:37.740 --> 00:05:38.660 And so that was the,

NOTE Confidence: 0.9311347

00:05:38.660 --> 00:05:41.439 the handoff that I received and then

NOTE Confidence: 0.9311347

00:05:41.439 --> 00:05:43.659 asking some questions in conference,

NOTE Confidence: 0.9311347

00:05:43.660 --> 00:05:45.550 I learned a number of things.

NOTE Confidence: 0.9311347

00:05:45.550 --> 00:05:47.468 So I was very specific to ask,

NOTE Confidence: 0.9311347

00:05:47.470 --> 00:05:50.228 did they do a dedicated neurologic exam?

NOTE Confidence: 0.9311347

00:05:50.230 --> 00:05:52.326 And in fact they did do a dedicated

NOTE Confidence: 0.9311347

00:05:52.326 --> 00:05:53.729 neurologic exam and found that

NOTE Confidence: 0.9311347

00:05:53.729 --> 00:05:55.109 he had left upper extremity,

NOTE Confidence: 0.93709743

00:05:55.110 --> 00:05:56.925 numbness and weakness only in

NOTE Confidence: 0.93709743

00:05:56.925 --> 00:05:59.433 the Palmer aspect of his hand and

NOTE Confidence: 0.93709743

00:05:59.433 --> 00:06:01.624 sort of this part of his forearm.

NOTE Confidence: 0.93709743

00:06:01.630 --> 00:06:03.070 And I asked some other questions,

NOTE Confidence: 0.93709743

00:06:03.070 --> 00:06:05.030 including did he have any history of trauma?

NOTE Confidence: 0.93709743

00:06:05.030 --> 00:06:06.857 He did not. And I asked importantly

NOTE Confidence: 0.93709743

00:06:06.857 --> 00:06:09.150 if he'd had any altered mental status,

NOTE Confidence: 0.93709743

00:06:09.150 --> 00:06:10.950 been tired or cranky at all.

NOTE Confidence: 0.93709743

00:06:10.950 --> 00:06:13.080 And the answer was no.

NOTE Confidence: 0.93709743

00:06:13.080 --> 00:06:15.768 And it was, it was interesting because this

NOTE Confidence: 0.93709743

00:06:15.768 --> 00:06:18.277 patient was sort of presented to us as a,

NOTE Confidence: 0.93709743

00:06:18.280 --> 00:06:20.736 this is a kid who might have bacterial

NOTE Confidence: 0.93709743

00:06:20.736 --> 00:06:23.039 meningitis and we need to tell P him again.

NOTE Confidence: 0.93709743

00:06:23.040 --> 00:06:24.741 And the ultimate answer of what he

NOTE Confidence: 0.93709743

00:06:24.741 --> 00:06:26.119 had was cervical osteomyelitis with

NOTE Confidence: 0.93709743

00:06:26.119 --> 00:06:27.599 an Abscess that was compressing

NOTE Confidence: 0.93709743

00:06:27.599 --> 00:06:29.400 part of his upper spinal cord.

NOTE Confidence: 0.93709743

00:06:29.400 --> 00:06:31.592 We were able to sort of come to

NOTE Confidence: 0.93709743

00:06:31.592 --> 00:06:33.350 that decision that he needed an

NOTE Confidence: 0.93709743

00:06:33.350 --> 00:06:35.500 urgent MRI within about 6 minutes

NOTE Confidence: 0.93709743

00:06:35.500 --> 00:06:37.475 of discussion in the morning.

NOTE Confidence: 0.93709743

00:06:37.480 --> 00:06:40.400 But when you actually think about this case,

NOTE Confidence: 0.93709743

00:06:40.400 --> 00:06:42.556 it's incredibly complicated, right?

NOTE Confidence: 0.93709743

00:06:42.556 --> 00:06:46.264 It is an incredibly complex process by

NOTE Confidence: 0.93709743

00:06:46.264 --> 00:06:49.244 which we're asking brand new doctors to

NOTE Confidence: 0.93709743

00:06:49.244 --> 00:06:51.474 ascertain a differential diagnosis for

NOTE Confidence: 0.93709743

00:06:51.474 --> 00:06:54.631 things that don't always fit into a nice box.

NOTE Confidence: 0.93709743

00:06:54.631 --> 00:06:58.740 And So what I have here on the slide is,

NOTE Confidence: 0.93709743

00:06:58.740 --> 00:06:59.640 is Bloom's Taxonomy.

NOTE Confidence: 0.93709743

00:06:59.640 --> 00:07:01.140 Mine is the very top.

NOTE Confidence: 0.93709743

00:07:01.140 --> 00:07:02.780 I always leave Create off.

NOTE Confidence: 0.93709743

00:07:02.780 --> 00:07:04.058 I was a creative writing major.

NOTE Confidence: 0.93709743

00:07:04.060 --> 00:07:05.872 I'm allowed to be to be

NOTE Confidence: 0.93709743

00:07:05.872 --> 00:07:07.080 dismissive of the create,

NOTE Confidence: 0.93709743

00:07:07.080 --> 00:07:07.984 although that's that's an

NOTE Confidence: 0.93709743

00:07:07.984 --> 00:07:09.114 important thing at the end,

NOTE Confidence: 0.93709743

00:07:09.120 --> 00:07:11.448 but I like to end it evaluate when

NOTE Confidence: 0.93709743

00:07:11.448 --> 00:07:13.678 I'm talking about clinical reasoning.

NOTE Confidence: 0.93709743

00:07:13.680 --> 00:07:15.822 And so you can imagine that any

NOTE Confidence: 0.93709743

00:07:15.822 --> 00:07:17.599 resident or medical student who's

NOTE Confidence: 0.93709743

00:07:17.599 --> 00:07:19.579 going to ultimately arrive at

NOTE Confidence: 0.93709743

00:07:19.579 --> 00:07:21.435 this correct diagnosis first has

NOTE Confidence: 0.93709743

00:07:21.435 --> 00:07:23.235 to remember a number of facts.

NOTE Confidence: 0.93709743

00:07:23.240 --> 00:07:25.070 They have to remember how the

NOTE Confidence: 0.93709743

00:07:25.070 --> 00:07:25.680 dermatones work.

NOTE Confidence: 0.93709743

00:07:25.680 --> 00:07:27.100 They have to remember where

NOTE Confidence: 0.93709743

00:07:27.100 --> 00:07:28.236 people can get infections.

NOTE Confidence: 0.93709743

00:07:28.240 --> 00:07:29.860 They have to remember the types

NOTE Confidence: 0.93709743

00:07:29.860 --> 00:07:31.413 of of bugs and presentation

NOTE Confidence: 0.93709743

00:07:31.413 --> 00:07:33.468 that that might present with.

NOTE Confidence: 0.93709743

00:07:33.470 --> 00:07:35.918 They have to understand a little bit of

NOTE Confidence: 0.93709743

00:07:35.918 --> 00:07:38.590 how those facts apply to this current kid,

NOTE Confidence: 0.93709743

00:07:38.590 --> 00:07:38.962 right.

NOTE Confidence: 0.93709743

00:07:38.962 --> 00:07:41.566 They have to understand that not every

NOTE Confidence: 0.93709743

13

00:07:41.566 --> 00:07:43.590 single patient will will ultimately

NOTE Confidence: 0.93709743

00:07:43.590 --> 00:07:46.026 have a perfect presentation of spinal,

NOTE Confidence: 0.93709743

00:07:46.030 --> 00:07:47.725 of spinal root compression and

NOTE Confidence: 0.93709743

00:07:47.725 --> 00:07:49.769 they have to apply that knowledge

NOTE Confidence: 0.93709743

00:07:49.769 --> 00:07:51.743 to the kid in front of us.

NOTE Confidence: 0.93709743

00:07:51.750 --> 00:07:53.112 They have to think about what

NOTE Confidence: 0.93709743

00:07:53.112 --> 00:07:54.230 questions they're going to ask,

NOTE Confidence: 0.93709743

00:07:54.230 --> 00:07:56.966 how are they going to do a hypothesis

NOTE Confidence: 0.93709743

00:07:56.966 --> 00:07:58.318 driven history and physical.

NOTE Confidence: 0.93709743

00:07:58.318 --> 00:08:00.334 Then they have to analyze the

NOTE Confidence: 0.93709743

00:08:00.334 --> 00:08:01.810 data that they receive.

NOTE Confidence: 0.93709743

00:08:01.810 --> 00:08:02.755 So for example,

NOTE Confidence: 0.93709743

00:08:02.755 --> 00:08:05.460 this patient had a CRP of 180, right?

NOTE Confidence: 0.93709743

00:08:05.460 --> 00:08:07.890 They need to analyze that particular

NOTE Confidence: 0.93709743

00:08:07.890 --> 00:08:10.512 piece of information in order to

NOTE Confidence: 0.93709743

00:08:10.512 --> 00:08:12.682 create and evaluate a diagnostic

14

NOTE Confidence: 0.93709743

00:08:12.682 --> 00:08:14.609 plan or therapeutic plan.

NOTE Confidence: 0.93709743

00:08:14.610 --> 00:08:17.002 And so much of how we teach people

NOTE Confidence: 0.93709743

00:08:17.002 --> 00:08:19.320 in medical school and in residency

NOTE Confidence: 0.93709743

00:08:19.320 --> 00:08:21.380 in didactic sessions really focuses

NOTE Confidence: 0.93709743

00:08:21.380 --> 00:08:23.128 on these bottom parts.

NOTE Confidence: 0.93709743

00:08:23.130 --> 00:08:24.912 We're really trying to get people

NOTE Confidence: 0.93709743

00:08:24.912 --> 00:08:27.058 to remember facts and sort of have a

NOTE Confidence: 0.93709743

00:08:27.058 --> 00:08:28.897 have a surface understanding of how

NOTE Confidence: 0.93709743

00:08:28.897 --> 00:08:31.207 of how those facts impact patient care.

NOTE Confidence: 0.93709743

00:08:31.210 --> 00:08:32.610 So I'm guilty of this.

NOTE Confidence: 0.93709743

00:08:32.610 --> 00:08:33.450 You know, it's like the,

NOTE Confidence: 0.93709743

00:08:33.450 --> 00:08:34.242 the leading question,

NOTE Confidence: 0.93709743

00:08:34.242 --> 00:08:34.770 you know,

NOTE Confidence: 0.93709743

00:08:34.770 --> 00:08:36.779 what bacteria are you most worried about

NOTE Confidence: 0.93709743

00:08:36.779 --> 00:08:39.046 in a patient who has a bone infection?

NOTE Confidence: 0.9375414

00:08:39.050 --> 00:08:40.374 That's a fact, right?

NOTE Confidence: 0.9375414

00:08:40.374 --> 00:08:43.156 That's a fact that we want them to

NOTE Confidence: 0.9375414

00:08:43.156 --> 00:08:45.669 remember and they need to remember that

NOTE Confidence: 0.9375414

00:08:45.669 --> 00:08:48.130 fact in order to apply an antibiotic

NOTE Confidence: 0.9375414

00:08:48.130 --> 00:08:50.168 regimen for for a given patient.

NOTE Confidence: 0.9375414

00:08:50.168 --> 00:08:52.541 But we often end up stopping right

NOTE Confidence: 0.9375414

00:08:52.541 --> 00:08:54.711 here at those remember and those

NOTE Confidence: 0.9375414

00:08:54.711 --> 00:08:56.937 understand and sort of spoon feeding

NOTE Confidence: 0.9375414

00:08:56.937 --> 00:08:58.927 our residents or our students.

NOTE Confidence: 0.9375414

00:08:58.930 --> 00:09:00.610 The rest of this we say you're right,

NOTE Confidence: 0.9375414

00:09:00.610 --> 00:09:01.598 it's staff or strep.

NOTE Confidence: 0.9375414

00:09:01.598 --> 00:09:03.080 And so we're going to give

NOTE Confidence: 0.9375414

00:09:03.136 --> 00:09:04.978 Oxicillin and there's there's some

NOTE Confidence: 0.9375414

00:09:04.978 --> 00:09:06.688 opportunities here to think about

NOTE Confidence: 0.9375414

00:09:06.688 --> 00:09:08.162 these higher order objectives.

NOTE Confidence: 0.9375414

00:09:08.162 --> 00:09:10.654 When we go through our process

NOTE Confidence: 0.9375414

00:09:10.654 --> 00:09:12.946 today and think about how we're

NOTE Confidence: 0.9375414

00:09:12.946 --> 00:09:14.983 actually teaching people to do the

NOTE Confidence: 0.9375414

00:09:14.983 --> 00:09:16.789 complex task of being a doctor.

NOTE Confidence: 0.9375414

00:09:16.790 --> 00:09:18.624 Because it's not just knowing the facts.

NOTE Confidence: 0.9375414

00:09:18.630 --> 00:09:20.979 It's also things like how am I going to

NOTE Confidence: 0.9375414

00:09:20.979 --> 00:09:23.072 elicit this history from a child who's

NOTE Confidence: 0.9375414

00:09:23.072 --> 00:09:25.110 pretty afraid and in a lot of pain?

NOTE Confidence: 0.9375414

00:09:25.110 --> 00:09:27.030 This particular family spoke Spanish.

NOTE Confidence: 0.9375414

00:09:27.030 --> 00:09:29.550 How am I going to utilize an interpreter

NOTE Confidence: 0.9375414

00:09:29.550 --> 00:09:31.589 to adequately ascertain this history?

NOTE Confidence: 0.9375414

00:09:31.590 --> 00:09:35.102 There are so many pieces that go into

NOTE Confidence: 0.9375414

00:09:35.102 --> 00:09:38.455 teaching someone how to actually be an

NOTE Confidence: 0.9375414

00:09:38.455 --> 00:09:40.930 effective clinician in in an environment,

NOTE Confidence: 0.9375414

00:09:40.930 --> 00:09:42.450 whatever that environment is,

NOTE Confidence: 0.9375414

00:09:42.450 --> 00:09:43.686 be it an acute care environment,

NOTE Confidence: 0.9375414

00:09:43.690 --> 00:09:47.085 a hospital, a clinic and outpatient setting.

NOTE Confidence: 0.9375414

00:09:47.090 --> 00:09:49.106 We really need to be thinking about

NOTE Confidence: 0.9375414

00:09:49.106 --> 00:09:52.350 how are we using our learners at

NOTE Confidence: 0.9375414

00:09:52.350 --> 00:09:55.325 all stages of Bloom's Taxonomy.

NOTE Confidence: 0.9375414

00:09:55.330 --> 00:09:56.858 And I'd like to take just a moment

NOTE Confidence: 0.9375414

00:09:56.858 --> 00:09:58.398 to think about how we can engage

NOTE Confidence: 0.9375414

00:09:58.398 --> 00:09:59.286 our learners in this.

NOTE Confidence: 0.9375414

00:09:59.290 --> 00:10:00.582 I hear the phrase,

NOTE Confidence: 0.9375414

00:10:00.582 --> 00:10:02.850 quote UN quote adult learners a lot.

NOTE Confidence: 0.9375414

00:10:02.850 --> 00:10:04.530 When I talk about residents and

NOTE Confidence: 0.9375414

00:10:04.530 --> 00:10:05.954 medical students, I hear the phrase,

NOTE Confidence: 0.9375414

00:10:05.954 --> 00:10:06.956 well, they're adult learners,

NOTE Confidence: 0.9375414

00:10:06.956 --> 00:10:08.802 so they'll read on their own, right?

NOTE Confidence: 0.9375414

00:10:08.802 --> 00:10:09.890 Or they're adult learners,

NOTE Confidence: 0.9375414

00:10:09.890 --> 00:10:11.444 so they're going to choose if they

NOTE Confidence: 0.9375414

00:10:11.444 --> 00:10:13.390 want to come to noon conference or not.

NOTE Confidence: 0.9375414

00:10:13.390 --> 00:10:16.639 And I think we use this phrase to imply

NOTE Confidence: 0.9375414

00:10:16.639 --> 00:10:19.150 something that it doesn't necessarily.

NOTE Confidence: 0.9375414

00:10:19.150 --> 00:10:21.747 That's not actually what adult learners are.

NOTE Confidence: 0.9375414

00:10:21.750 --> 00:10:23.838 So adult learners refers to a

NOTE Confidence: 0.9375414

00:10:23.838 --> 00:10:25.230 very specific learning theory,

NOTE Confidence: 0.9375414

00:10:25.230 --> 00:10:26.760 sort of within the humanistic

NOTE Confidence: 0.9375414

00:10:26.760 --> 00:10:28.760 lens of learning theory that talks

NOTE Confidence: 0.9375414

00:10:28.760 --> 00:10:30.805 about how adults approach learning

NOTE Confidence: 0.9375414

00:10:30.805 --> 00:10:31.835 slightly differently, right,

NOTE Confidence: 0.9375414

00:10:31.835 --> 00:10:33.270 than a first or a second grader.

NOTE Confidence: 0.9375414

00:10:33.270 --> 00:10:34.908 So they tend to be problem oriented.

NOTE Confidence: 0.9375414

00:10:34.910 --> 00:10:36.896 They like to apply their previous

NOTE Confidence: 0.9375414

00:10:36.896 --> 00:10:38.750 life experience to that problem.

NOTE Confidence: 0.9375414

00:10:38.750 --> 00:10:39.806 They're theoretically internally

NOTE Confidence: 0.9375414

00:10:39.806 --> 00:10:41.566 motivated to learn certain things

NOTE Confidence: 0.9375414

00:10:41.566 --> 00:10:43.270 and are more ready to learn,

NOTE Confidence: 0.9375414

00:10:43.270 --> 00:10:45.090 and they're they therefore they

NOTE Confidence: 0.9375414

00:10:45.090 --> 00:10:46.546 can be more self-directed.

NOTE Confidence: 0.9375414

00:10:46.550 --> 00:10:47.725 But that doesn't simply mean

NOTE Confidence: 0.9375414

00:10:47.725 --> 00:10:49.670 that we say to an adult learner,

NOTE Confidence: 0.9375414

00:10:49.670 --> 00:10:51.308 hey, you want to be a doctor,

NOTE Confidence: 0.9375414

00:10:51.310 --> 00:10:52.926 go read up to date and pub bed

NOTE Confidence: 0.9375414

00:10:52.926 --> 00:10:54.468 and come back to me in a week.

NOTE Confidence: 0.9375414

00:10:54.470 --> 00:10:56.969 There's still an argument to be made

NOTE Confidence: 0.9375414

00:10:56.969 --> 00:10:58.830 for really significant scaffolding,

NOTE Confidence: 0.9375414

00:10:58.830 --> 00:11:01.344 and I think it's also a misunderstanding

NOTE Confidence: 0.9375414

00:11:01.344 --> 00:11:04.360 to assume that everyone who is an adult

NOTE Confidence: 0.9375414

00:11:04.434 --> 00:11:06.891 who is also learning is by definition

NOTE Confidence: 0.9375414

00:11:06.891 --> 00:11:09.059 an adult learner in that setting.

NOTE Confidence: 0.9375414

00:11:09.060 --> 00:11:10.824 So I was joking before I began

NOTE Confidence: 0.9375414

00:11:10.824 --> 00:11:12.857 that I was trying to figure out

NOTE Confidence: 0.9375414

00:11:12.857 --> 00:11:15.347 how to rewire the the lights in my

NOTE Confidence: 0.9375414

00:11:15.347 --> 00:11:16.579 house this past weekend.

NOTE Confidence: 0.9375414

00:11:16.580 --> 00:11:18.308 The lights in my children's rooms

NOTE Confidence: 0.9375414

00:11:18.308 --> 00:11:20.060 have been wonky for some time,

NOTE Confidence: 0.919243893333333

00:11:20.060 --> 00:11:21.945 right? So yes, that's been

NOTE Confidence: 0.919243893333333

00:11:21.945 --> 00:11:23.692 true for two years, right?

NOTE Confidence: 0.919243893333333

00:11:23.692 --> 00:11:25.084 You can make an argument that

NOTE Confidence: 0.919243893333333

00:11:25.084 --> 00:11:26.542 I should have been an adult

NOTE Confidence: 0.919243893333333

00:11:26.542 --> 00:11:27.748 learner for two years, right?

NOTE Confidence: 0.919243893333333

00:11:27.748 --> 00:11:28.740 I had a problem,

NOTE Confidence: 0.919243893333333

00:11:28.740 --> 00:11:29.940 Don't have a lot of experience,

NOTE Confidence: 0.919243893333333

00:11:29.940 --> 00:11:32.060 but theoretically I'm internally motivated.

NOTE Confidence: 0.919243893333333

00:11:32.060 --> 00:11:34.100 I should be self-directed, right?

NOTE Confidence: 0.919243893333333

00:11:34.100 --> 00:11:35.642 And ultimately one day decided that

NOTE Confidence: 0.919243893333333

00:11:35.642 --> 00:11:37.647 I was going to be an adult learner

NOTE Confidence: 0.919243893333333

00:11:37.647 --> 00:11:39.320 in this setting and I was going

NOTE Confidence: 0.919243893333333

00:11:39.320 --> 00:11:40.937 to figure out how to fix this.

NOTE Confidence: 0.919243893333333

00:11:40.940 --> 00:11:42.592 But it took a little while and

NOTE Confidence: 0.919243893333333

00:11:42.592 --> 00:11:44.483 there were a lot of things that

NOTE Confidence: 0.919243893333333

00:11:44.483 --> 00:11:46.541 sort of entered into my decision to

NOTE Confidence: 0.919243893333333

00:11:46.541 --> 00:11:48.425 eventually decide to rewire my house.

NOTE Confidence: 0.919243893333333

00:11:48.430 --> 00:11:50.602 And that's true for everyone who's

NOTE Confidence: 0.919243893333333

00:11:50.602 --> 00:11:52.491 learning these very complex clinical

NOTE Confidence: 0.919243893333333

00:11:52.491 --> 00:11:54.361 structures that we're asking them

NOTE Confidence: 0.919243893333333

00:11:54.361 --> 00:11:56.390 to learn in residency as well.

NOTE Confidence: 0.919243893333333

00:11:56.390 --> 00:11:58.810 So self motivated does not

NOTE Confidence: 0.919243893333333

00:11:58.810 --> 00:12:00.746 necessarily mean fully independent.

NOTE Confidence: 0.919243893333333

00:12:00.750 --> 00:12:02.352 And I bring up Maslow's hierarchy

NOTE Confidence: 0.919243893333333

00:12:02.352 --> 00:12:04.396 within this as well because I think

NOTE Confidence: 0.919243893333333

00:12:04.396 --> 00:12:05.931 it's important to remember that

NOTE Confidence: 0.919243893333333

00:12:05.931 --> 00:12:07.811 residents are human beings and adult

22

NOTE Confidence: 0.919243893333333

00:12:07.811 --> 00:12:09.321 learners and that certain things

NOTE Confidence: 0.919243893333333

00:12:09.321 --> 00:12:11.942 need to be met in order for them to

NOTE Confidence: 0.919243893333333

00:12:11.942 --> 00:12:14.870 actually do the hard work of being a learner.

NOTE Confidence: 0.919243893333333

00:12:14.870 --> 00:12:15.642 So self,

NOTE Confidence: 0.919243893333333

00:12:15.642 --> 00:12:17.958 self motivated learners are often within

NOTE Confidence: 0.919243893333333

00:12:17.958 --> 00:12:20.694 this sort of top tier on Maslow's hierarchy,

NOTE Confidence: 0.919243893333333

00:12:20.694 --> 00:12:21.070 right?

NOTE Confidence: 0.919243893333333

00:12:21.070 --> 00:12:22.610 They're realizing their potential.

NOTE Confidence: 0.919243893333333

00:12:22.610 --> 00:12:24.150 They have self actualization.

NOTE Confidence: 0.919243893333333

00:12:24.150 --> 00:12:25.590 But in order to achieve that,

NOTE Confidence: 0.919243893333333

00:12:25.590 --> 00:12:26.966 we have to make sure that they have

NOTE Confidence: 0.919243893333333

00:12:26.966 --> 00:12:28.130 at least some baseline functioning

NOTE Confidence: 0.919243893333333

00:12:28.130 --> 00:12:29.990 of these things below them, right?

NOTE Confidence: 0.919243893333333

00:12:29.990 --> 00:12:32.230 So food, shelter, warmth.

NOTE Confidence: 0.919243893333333

00:12:32.230 --> 00:12:33.560 I don't know if you guys have

NOTE Confidence: 0.919243893333333

00:12:33.560 --> 00:12:35.061 noticed if any of you are ever

NOTE Confidence: 0.919243893333333

00:12:35.061 --> 00:12:35.945 in the inpatient setting,

NOTE Confidence: 0.919243893333333

00:12:35.950 --> 00:12:38.600 but our residents have a how much

NOTE Confidence: 0.919243893333333

00:12:38.600 --> 00:12:41.000 water did I drink board on their

NOTE Confidence: 0.919243893333333

00:12:41.000 --> 00:12:42.410 walls in all of these rooms?

NOTE Confidence: 0.919243893333333

00:12:42.410 --> 00:12:44.030 So they're actually calculating how

NOTE Confidence: 0.919243893333333

00:12:44.030 --> 00:12:46.168 many times they drink water in a day.

NOTE Confidence: 0.919243893333333

00:12:46.170 --> 00:12:48.106 And I have yet to see a single

NOTE Confidence: 0.919243893333333

00:12:48.106 --> 00:12:49.528 team actually meet their goal.

NOTE Confidence: 0.919243893333333

00:12:49.530 --> 00:12:51.049 Right. So did they get to pee?

NOTE Confidence: 0.919243893333333

00:12:51.050 --> 00:12:51.970 If they're a nursing mom,

NOTE Confidence: 0.919243893333333

00:12:51.970 --> 00:12:53.806 do they have time to go express breast milk?

NOTE Confidence: 0.919243893333333

00:12:53.810 --> 00:12:54.178 Right.

NOTE Confidence: 0.919243893333333

00:12:54.178 --> 00:12:54.546 Like,

NOTE Confidence: 0.919243893333333

00:12:54.546 --> 00:12:56.386 what are we actually needing

NOTE Confidence: 0.919243893333333

00:12:56.386 --> 00:12:57.490 their physiologic needs?

NOTE Confidence: 0.919243893333333

00:12:57.490 --> 00:12:59.787 The answer is often no, right?

NOTE Confidence: 0.919243893333333

00:12:59.787 --> 00:13:01.072 And then there's this question

NOTE Confidence: 0.919243893333333

00:13:01.072 --> 00:13:02.649 I'm so happy Panina brought up,

NOTE Confidence: 0.919243893333333

00:13:02.650 --> 00:13:03.112 you know,

NOTE Confidence: 0.919243893333333

00:13:03.112 --> 00:13:04.729 our upcoming session on sort of safety,

NOTE Confidence: 0.919243893333333

00:13:04.730 --> 00:13:05.096 right.

NOTE Confidence: 0.919243893333333

00:13:05.096 --> 00:13:07.362 And the idea of safety that

NOTE Confidence: 0.919243893333333

00:13:07.362 --> 00:13:09.090 do people feel protected?

NOTE Confidence: 0.919243893333333

00:13:09.090 --> 00:13:11.057 So we had an incident last year

NOTE Confidence: 0.919243893333333

00:13:11.057 --> 00:13:13.718 in which a resident was sort of

NOTE Confidence: 0.919243893333333

00:13:13.718 --> 00:13:15.462 verbally and nearly physically

NOTE Confidence: 0.919243893333333

00:13:15.462 --> 00:13:18.037 threatened by a parent who was

NOTE Confidence: 0.919243893333333

00:13:18.037 --> 00:13:20.082 secretly filming the entire encounter.

NOTE Confidence: 0.919243893333333

00:13:20.090 --> 00:13:21.720 And that resident really wanted

NOTE Confidence: 0.919243893333333

00:13:21.720 --> 00:13:24.104 there to be some support from from

NOTE Confidence: 0.919243893333333

00:13:24.104 --> 00:13:25.824 faculty and from hospital leadership

NOTE Confidence: 0.919243893333333

00:13:25.824 --> 00:13:28.462 to make sure that she knew she was

NOTE Confidence: 0.919243893333333

00:13:28.462 --> 00:13:30.007 still safe in this environment.

NOTE Confidence: 0.919243893333333

00:13:30.010 --> 00:13:32.124 And until we were able to sort

NOTE Confidence: 0.919243893333333

00:13:32.124 --> 00:13:33.772 of demonstrate that in fact

NOTE Confidence: 0.919243893333333

00:13:33.772 --> 00:13:35.457 that learner is protected here,

NOTE Confidence: 0.919243893333333

00:13:35.460 --> 00:13:37.674 they aren't going to be able

NOTE Confidence: 0.919243893333333

00:13:37.674 --> 00:13:39.970 to be self actualized and it's

NOTE Confidence: 0.919243893333333

00:13:39.970 --> 00:13:41.815 foolish to think they can.

NOTE Confidence: 0.919243893333333

00:13:41.820 --> 00:13:43.458 I think it's also important to realize

NOTE Confidence: 0.919243893333333

00:13:43.458 --> 00:13:44.979 that people want to feel connected.

NOTE Confidence: 0.919243893333333

00:13:44.980 --> 00:13:46.988 One of the reasons why we as a

NOTE Confidence: 0.919243893333333

00:13:46.988 --> 00:13:48.898 residency program spend so much time

NOTE Confidence: 0.919243893333333

00:13:48.898 --> 00:13:50.254 and energy forming peer-to-peer

NOTE Confidence: 0.919243893333333

00:13:50.254 --> 00:13:51.661 connections is because that's

NOTE Confidence: 0.919243893333333

00:13:51.661 --> 00:13:53.331 crucial for people to becoming

NOTE Confidence: 0.919243893333333

00:13:53.331 --> 00:13:54.333 self actualized as

NOTE Confidence: 0.93331134

00:13:54.340 --> 00:13:57.550 doctors do. People care who they are, right?

NOTE Confidence: 0.93331134

00:13:57.550 --> 00:14:00.430 So one of the examples that I sometimes give,

NOTE Confidence: 0.93331134

00:14:00.430 --> 00:14:02.026 and this isn't meant to throw shade

NOTE Confidence: 0.93331134

00:14:02.026 --> 00:14:03.270 at the University of Michigan,

NOTE Confidence: 0.93331134

00:14:03.270 --> 00:14:04.310 I was very happy there.

NOTE Confidence: 0.93331134

00:14:04.310 --> 00:14:06.585 But when I won their teaching award,

NOTE Confidence: 0.93331134

00:14:06.590 --> 00:14:08.350 the quote that was read out loud about

NOTE Confidence: 0.93331134

00:14:08.350 --> 00:14:10.190 me at the banquet that started the

NOTE Confidence: 0.93331134

00:14:10.190 --> 00:14:12.370 the session in which they gave me this

NOTE Confidence: 0.93331134

00:14:12.370 --> 00:14:13.930 award was from a thirdyear resident

NOTE Confidence: 0.93331134

00:14:13.930 --> 00:14:16.296 who said Doctor Osborne is unique and

NOTE Confidence: 0.93331134

00:14:16.296 --> 00:14:19.011 that she treats us like actual human

NOTE Confidence: 0.93331134

00:14:19.011 --> 00:14:21.489 beings with names that she remembers.

NOTE Confidence: 0.93331134

00:14:21.490 --> 00:14:23.510 And I think we all have to sort of let

NOTE Confidence: 0.93331134

00:14:23.566 --> 00:14:25.618 that sink in for a second because I I

NOTE Confidence: 0.93331134

00:14:25.618 --> 00:14:27.767 think I have personally encountered many,

NOTE Confidence: 0.93331134

00:14:27.770 --> 00:14:29.288 many times in which someone has

NOTE Confidence: 0.93331134

00:14:29.288 --> 00:14:30.754 wanted to give me constructive

NOTE Confidence: 0.93331134

00:14:30.754 --> 00:14:32.326 feedback about a learner.

NOTE Confidence: 0.93331134

00:14:32.330 --> 00:14:34.130 And I say, well, who was the learner?

NOTE Confidence: 0.93331134

00:14:34.130 --> 00:14:35.710 And the faculty doesn't

NOTE Confidence: 0.93331134

00:14:35.710 --> 00:14:37.290 know that learner's name.

NOTE Confidence: 0.93331134

00:14:37.290 --> 00:14:39.122 And so this is they they aren't going

NOTE Confidence: 0.93331134

00:14:39.122 --> 00:14:41.147 to be able to achieve what we want

NOTE Confidence: 0.93331134

00:14:41.147 --> 00:14:43.102 them to achieve if we don't take the

NOTE Confidence: 0.93331134

00:14:43.102 --> 00:14:45.400 time to sort of know who they are,

NOTE Confidence: 0.93331134

00:14:45.400 --> 00:14:48.725 at least on a very surface level.

NOTE Confidence: 0.93331134

00:14:48.730 --> 00:14:50.416 And then residents and students want

NOTE Confidence: 0.93331134

00:14:50.416 --> 00:14:52.210 to feel like their value added.

NOTE Confidence: 0.93331134

00:14:52.210 --> 00:14:54.090 They want to feel like the process and

NOTE Confidence: 0.93331134

00:14:54.090 --> 00:14:55.985 the work that they're doing is important

NOTE Confidence: 0.93331134

00:14:55.985 --> 00:14:58.010 to the ultimate care of the patient.

NOTE Confidence: 0.93331134

00:14:58.010 --> 00:14:59.850 They want to feel respected.

NOTE Confidence: 0.93331134

00:14:59.850 --> 00:15:01.730 Now that doesn't mean that we just tell

NOTE Confidence: 0.93331134

00:15:01.730 --> 00:15:03.650 them that their ideas are always right,

NOTE Confidence: 0.93331134

00:15:03.650 --> 00:15:05.946 but listening to their ideas and asking

NOTE Confidence: 0.93331134

00:15:05.946 --> 00:15:07.609 probing questions about those ideas,

NOTE Confidence: 0.93331134

00:15:07.610 --> 00:15:09.385 those are things that help

NOTE Confidence: 0.93331134

00:15:09.385 --> 00:15:10.805 residents and students become

NOTE Confidence: 0.93331134

00:15:10.805 --> 00:15:12.848 sort of self actualized learners.

NOTE Confidence: 0.93331134

00:15:12.850 --> 00:15:14.490 And then we get to this question right.

NOTE Confidence: 0.93331134

00:15:14.490 --> 00:15:16.602 I I love when my third years are

NOTE Confidence: 0.93331134

00:15:16.602 --> 00:15:18.064 starting to panic because they

NOTE Confidence: 0.93331134

00:15:18.064 --> 00:15:20.073 realize that in fact they're going to

NOTE Confidence: 0.93331134

00:15:20.073 --> 00:15:22.355 be in charge next year or at least

NOTE Confidence: 0.93331134

00:15:22.355 --> 00:15:24.168 partially in charge in many settings.

NOTE Confidence: 0.93331134

00:15:24.170 --> 00:15:25.885 And that's when you're starting to to

NOTE Confidence: 0.93331134

00:15:25.885 --> 00:15:27.458 develop that self actualization, right?

NOTE Confidence: 0.93331134

00:15:27.458 --> 00:15:28.802 Am I ready to know what I know?

NOTE Confidence: 0.93331134

00:15:28.810 --> 00:15:29.878 What I don't know?

NOTE Confidence: 0.93331134

00:15:29.878 --> 00:15:31.874 Am I ready to access the resources

NOTE Confidence: 0.93331134

00:15:31.874 --> 00:15:33.529 that I need to access?

NOTE Confidence: 0.93331134

00:15:33.530 --> 00:15:35.006 But in order to get there,

NOTE Confidence: 0.93331134

00:15:35.010 --> 00:15:37.495 we really need to be thoughtful about

NOTE Confidence: 0.93331134

00:15:37.495 --> 00:15:39.797 these things below it or else we're

NOTE Confidence: 0.93331134

00:15:39.797 --> 00:15:42.109 never going to have a learner who

NOTE Confidence: 0.93331134

00:15:42.109 --> 00:15:44.089 ultimately becomes self actualized.

NOTE Confidence: 0.93331134

00:15:44.090 --> 00:15:45.824 So Adult learner Theory is really

NOTE Confidence: 0.93331134

00:15:45.824 --> 00:15:48.196 based in the same idea of Self

NOTE Confidence: 0.93331134

00:15:48.196 --> 00:15:48.966 Determination Theory.

NOTE Confidence: 0.93331134

00:15:48.970 --> 00:15:51.166 I use a lot of Liz and Molly cartoons.

NOTE Confidence: 0.93331134

00:15:51.170 --> 00:15:52.090 I love Liz and Molly.

NOTE Confidence: 0.93331134

00:15:52.090 --> 00:15:53.650 If you guys don't follow them on Instagram,

NOTE Confidence: 0.93331134

00:15:53.650 --> 00:15:54.762 I highly suggest it.

NOTE Confidence: 0.93331134

00:15:54.762 --> 00:15:56.858 But the idea here is that residents

NOTE Confidence: 0.93331134

00:15:56.858 --> 00:15:59.036 and students need to feel like

NOTE Confidence: 0.93331134

00:15:59.036 --> 00:16:01.034 they're always sort of moving and

NOTE Confidence: 0.93331134

00:16:01.034 --> 00:16:02.726 that they can reach the top.

NOTE Confidence: 0.93331134

00:16:02.730 --> 00:16:05.562 And this is based in in

NOTE Confidence: 0.93331134

00:16:05.562 --> 00:16:06.978 psychological learning theory,

NOTE Confidence: 0.93331134

00:16:06.980 --> 00:16:08.315 that this doesn't just happen

NOTE Confidence: 0.93331134

00:16:08.315 --> 00:16:10.244 because you turn 20 and all of

NOTE Confidence: 0.93331134

00:16:10.244 --> 00:16:11.579 a sudden you're adult learner.

NOTE Confidence: 0.93331134

00:16:11.580 --> 00:16:13.188 And it doesn't just happen because

NOTE Confidence: 0.93331134

00:16:13.188 --> 00:16:14.988 you become to medical do you go

NOTE Confidence: 0.93331134

00:16:14.988 --> 00:16:15.660 to medical school?

NOTE Confidence: 0.93331134

00:16:15.660 --> 00:16:18.300 There are three components of helping

NOTE Confidence: 0.93331134

00:16:18.300 --> 00:16:20.735 people be effective adult learners

NOTE Confidence: 0.93331134

00:16:20.735 --> 00:16:23.139 with effective self determination.

NOTE Confidence: 0.93331134

00:16:23.140 --> 00:16:26.020 And those 3 components are connection,

NOTE Confidence: 0.93331885

00:16:26.020 --> 00:16:27.172 competence and autonomy.

NOTE Confidence: 0.93331885

00:16:27.172 --> 00:16:29.092 So people have to feel

NOTE Confidence: 0.93331885

00:16:29.092 --> 00:16:30.699 like they've got a buddy,

NOTE Confidence: 0.93331885

00:16:30.700 --> 00:16:32.134 that they have someone who cares

NOTE Confidence: 0.93331885

00:16:32.134 --> 00:16:34.059 about them and that they're part of a

NOTE Confidence: 0.93331885

00:16:34.059 --> 00:16:35.670 system that cares about who they are.

NOTE Confidence: 0.93331885

00:16:35.670 --> 00:16:36.966 They have to feel like they're

NOTE Confidence: 0.93331885

00:16:36.966 --> 00:16:37.830 learning what they're doing.

NOTE Confidence: 0.93331885

00:16:37.830 --> 00:16:39.942 Like they kind of know what they're doing

NOTE Confidence: 0.93331885

00:16:39.942 --> 00:16:42.158 and have the opportunity to continue to

NOTE Confidence: 0.93331885

00:16:42.158 --> 00:16:44.430 grow because they have baseline competence.

NOTE Confidence: 0.93331885

00:16:44.430 --> 00:16:45.966 And then they have to have

NOTE Confidence: 0.93331885

00:16:45.966 --> 00:16:46.990 some degree of autonomy.

NOTE Confidence: 0.93331885

00:16:46.990 --> 00:16:49.069 And we're going to talk a little bit about

NOTE Confidence: 0.93331885

00:16:49.069 --> 00:16:52.510 that autonomy at the end of the session.

NOTE Confidence: 0.93331885

00:16:52.510 --> 00:16:54.733 So I'm going to ask us all to be

NOTE Confidence: 0.93331885

00:16:54.733 --> 00:16:57.030 a little bit vulnerable here,

NOTE Confidence: 0.93331885

00:16:57.030 --> 00:16:58.278 and we're going to go into

NOTE Confidence: 0.93331885

00:16:58.278 --> 00:16:58.902 some breakout rooms.

NOTE Confidence: 0.93331885

00:16:58.910 --> 00:17:02.466 But I will role model this first.

NOTE Confidence: 0.93331885

00:17:02.470 --> 00:17:04.966 I think one of the things that's very

NOTE Confidence: 0.93331885

00:17:04.966 --> 00:17:06.949 challenging for residents in training,

NOTE Confidence: 0.93331885

00:17:06.950 --> 00:17:09.316 and one of the reasons why medical

NOTE Confidence: 0.93331885

00:17:09.316 --> 00:17:11.111 trainees have probably the highest

NOTE Confidence: 0.93331885

00:17:11.111 --> 00:17:13.638 rates of burnout and depression of any

NOTE Confidence: 0.93331885

00:17:13.638 --> 00:17:15.938 profession in in the United States is

NOTE Confidence: 0.93331885

00:17:15.938 --> 00:17:18.986 because they can feel incredibly isolated,

NOTE Confidence: 0.93331885

00:17:18.990 --> 00:17:19.425 right?

NOTE Confidence: 0.93331885

00:17:19.425 --> 00:17:22.035 We we have an unwritten curriculum

NOTE Confidence: 0.93331885

00:17:22.035 --> 00:17:23.870 that you repress and ignore,

NOTE Confidence: 0.93331885

00:17:23.870 --> 00:17:24.830 repress and ignore,

NOTE Confidence: 0.93331885

00:17:24.830 --> 00:17:26.882 repress and ignore and that actually

NOTE Confidence: 0.93331885

00:17:26.882 --> 00:17:28.673 having any kind of emotional

NOTE Confidence: 0.93331885

00:17:28.673 --> 00:17:30.448 response to something that happens

NOTE Confidence: 0.93331885

00:17:30.448 --> 00:17:32.990 at work is a sign of weakness.

NOTE Confidence: 0.93331885

00:17:32.990 --> 00:17:34.534 And I can tell you one of the

NOTE Confidence: 0.93331885

00:17:34.534 --> 00:17:35.822 things that's been sort of most

NOTE Confidence: 0.93331885

00:17:35.822 --> 00:17:37.396 powerful for me in creating a little

NOTE Confidence: 0.93331885

00:17:37.396 --> 00:17:39.195 bit of a learning and creating a

NOTE Confidence: 0.93331885

00:17:39.195 --> 00:17:40.661 positive learning climate is being

NOTE Confidence: 0.93331885

00:17:40.661 --> 00:17:42.880 willing to admit when I have an

NOTE Confidence: 0.93331885

00:17:42.955 --> 00:17:44.905 emotional response to something or

NOTE Confidence: 0.93331885

00:17:44.905 --> 00:17:47.500 when I regret a decision that was

NOTE Confidence: 0.93331885

00:17:47.500 --> 00:17:49.502 made or a mistake that I made.

NOTE Confidence: 0.93331885

00:17:49.510 --> 00:17:51.733 So I've led a noon conference in which I

NOTE Confidence: 0.93331885

00:17:51.733 --> 00:17:54.069 talk about as a as a second year resident,

NOTE Confidence: 0.93331885

00:17:54.070 --> 00:17:55.725 a patient was admitted with

NOTE Confidence: 0.93331885

00:17:55.725 --> 00:17:58.064 increased work of breathing who I was

NOTE Confidence: 0.93331885

00:17:58.064 --> 00:17:59.624 pretty sure had a cardiomyopathy,

NOTE Confidence: 0.93331885

00:17:59.630 --> 00:18:01.464 but I thought it could wait until

NOTE Confidence: 0.93331885

00:18:01.464 --> 00:18:02.923 the morning and that patient

NOTE Confidence: 0.93331885

00:18:02.923 --> 00:18:04.789 coded at 5:30 in the morning.

NOTE Confidence: 0.93331885

00:18:04.790 --> 00:18:07.828 And I still think about that case

NOTE Confidence: 0.93331885

00:18:07.830 --> 00:18:09.762 and being able to share that with

NOTE Confidence: 0.93331885

00:18:09.762 --> 00:18:11.119 with residents and talk about

NOTE Confidence: 0.93331885

00:18:11.119 --> 00:18:12.757 how difficult it was for me to

NOTE Confidence: 0.93331885

00:18:12.757 --> 00:18:14.426 go through that as a learner.

NOTE Confidence: 0.93331885

00:18:14.430 --> 00:18:17.150 But also what I learned from and how

NOTE Confidence: 0.93331885

00:18:17.150 --> 00:18:20.458 I moved forward is it it allows our

NOTE Confidence: 0.93331885

00:18:20.458 --> 00:18:23.548 residents to feel connected and to feel seen.

NOTE Confidence: 0.93331885

00:18:23.550 --> 00:18:25.870 I also talk a lot about my and I'm I'm,

NOTE Confidence: 0.93331885

00:18:25.870 --> 00:18:26.918 I'm like this bonus.

NOTE Confidence: 0.93331885

00:18:26.918 --> 00:18:28.907 I'm not asking anyone to be quite

NOTE Confidence: 0.93331885

00:18:28.907 --> 00:18:30.347 this vulnerable today guys.

NOTE Confidence: 0.93331885

00:18:30.350 --> 00:18:31.194 I'm leading the session.

NOTE Confidence: 0.93331885

00:18:31.194 --> 00:18:31.827 So don't worry.

NOTE Confidence: 0.93331885

00:18:31.830 --> 00:18:33.797 You don't have to bury your your

NOTE Confidence: 0.93331885

00:18:33.797 --> 00:18:35.110 deepest most personal secrets.

NOTE Confidence: 0.93331885

00:18:35.110 --> 00:18:37.390 But many of you have probably

NOTE Confidence: 0.93331885

00:18:37.390 --> 00:18:38.710 heard me talk about this,

NOTE Confidence: 0.93331885

00:18:38.710 --> 00:18:40.264 that I had a very difficult time

NOTE Confidence: 0.93331885

00:18:40.264 --> 00:18:41.890 with nursing, with my first child.

NOTE Confidence: 0.93331885

00:18:41.890 --> 00:18:44.546 And really it was, it was sort of in in.

NOTE Confidence: 0.93331885

00:18:44.550 --> 00:18:46.510 It was all wrapped up in what is,

NOTE Confidence: 0.93331885

00:18:46.510 --> 00:18:47.582 in hindsight,

NOTE Confidence: 0.93331885

00:18:47.582 --> 00:18:49.461 very obviously recognized as

NOTE Confidence: 0.93331885

00:18:49.461 --> 00:18:50.274 severe postpartum depression.

NOTE Confidence: 0.93331885

00:18:50.274 --> 00:18:51.900 And I wrote about this and

NOTE Confidence: 0.93331885

00:18:51.953 --> 00:18:53.147 it was published in a jam,

NOTE Confidence: 0.93331885

00:18:53.150 --> 00:18:55.061 a piece that residents have read and

NOTE Confidence: 0.93331885

00:18:55.061 --> 00:18:57.226 have approached me and talked to me about it.

NOTE Confidence: 0.93331885

00:18:57.230 --> 00:18:58.832 And I think being willing to

NOTE Confidence: 0.93331885

00:18:58.832 --> 00:18:59.900 admit that I am

NOTE Confidence: 0.9301345

00:18:59.968 --> 00:19:02.352 a person who is also a physician has

NOTE Confidence: 0.9301345

00:19:02.352 --> 00:19:04.742 been really, really helpful for our

NOTE Confidence: 0.9301345

00:19:04.742 --> 00:19:06.982 residents and for learners overall.

NOTE Confidence: 0.9301345

00:19:06.990 --> 00:19:08.166 I have never had a learner

NOTE Confidence: 0.9301345

00:19:08.166 --> 00:19:09.470 come to me and say, man,

NOTE Confidence: 0.9301345

00:19:09.470 --> 00:19:11.710 I wish I didn't know that about you.

NOTE Confidence: 0.9301345

00:19:11.710 --> 00:19:13.369 They've always come to me and said

NOTE Confidence: 0.9301345

00:19:13.369 --> 00:19:14.870 that they really appreciate that.

NOTE Confidence: 0.9301345

00:19:14.870 --> 00:19:16.606 I make it a little more normal for

NOTE Confidence: 0.9301345

00:19:16.606 --> 00:19:18.802 them to be going through some of these

NOTE Confidence: 0.9301345

00:19:18.802 --> 00:19:20.878 feelings that they might be going through.

NOTE Confidence: 0.9301345

00:19:20.880 --> 00:19:22.224 So we're I'm not going to make

NOTE Confidence: 0.9301345

00:19:22.224 --> 00:19:23.517 anyone do it in a big group.

NOTE Confidence: 0.9301345

00:19:23.520 --> 00:19:24.272 But Karina,

NOTE Confidence: 0.9301345

00:19:24.272 --> 00:19:26.904 we're going to put people in breakout

NOTE Confidence: 0.9301345

00:19:26.904 --> 00:19:29.450 rooms and I want everybody for

NOTE Confidence: 0.9301345

00:19:29.450 --> 00:19:31.800 5 minutes to think about a case.

NOTE Confidence: 0.9301345

00:19:31.800 --> 00:19:33.558 Everyone's going to take two or

NOTE Confidence: 0.9301345

00:19:33.558 --> 00:19:34.437 three minutes each.

NOTE Confidence: 0.9301345

00:19:34.440 --> 00:19:36.704 You're going to think about a day that

NOTE Confidence: 0.9301345

00:19:36.704 --> 00:19:38.846 you had an actual emotional response

NOTE Confidence: 0.9301345

00:19:38.846 --> 00:19:41.160 to something at work and you're

NOTE Confidence: 0.9301345

00:19:41.160 --> 00:19:43.160 going to authentically validate it

NOTE Confidence: 0.9301345

00:19:43.160 --> 00:19:45.759 to one another in your small group.

NOTE Confidence: 0.9301345

00:19:45.760 --> 00:19:46.696 It's Vegas rules.

NOTE Confidence: 0.9301345

00:19:46.696 --> 00:19:48.568 What happens in the breakout rooms

NOTE Confidence: 0.9301345

00:19:48.568 --> 00:19:50.120 stays in the breakout rooms.

NOTE Confidence: 0.9301345

00:19:50.120 --> 00:19:51.878 People are only allowed to share

NOTE Confidence: 0.9301345

00:19:51.878 --> 00:19:53.003 their own story, Okay.

NOTE Confidence: 0.9301345

00:19:53.003 --> 00:19:53.489 So Karina,

NOTE Confidence: 0.9301345

00:19:53.489 --> 00:19:55.190 can we put people in in the

NOTE Confidence: 0.9301345

00:19:55.246 --> 00:19:56.947 rooms and we'll come back here in

NOTE Confidence: 0.9301345

00:19:56.947 --> 00:19:58.559 about 5 or 6 minutes guys?

NOTE Confidence: 0.9196352

00:20:10.910 --> 00:20:12.270 And I sent you instructions,

NOTE Confidence: 0.9196352

00:20:12.270 --> 00:20:14.146 Rachel, for how to share in the

NOTE Confidence: 0.9196352

00:20:14.146 --> 00:20:15.950 breakout rooms if you want to. OK,

NOTE Confidence: 0.9196352

00:20:15.950 --> 00:20:17.350 perfect. I need it for the last

NOTE Confidence: 0.9196352

00:20:17.350 --> 00:20:18.470 one, but not for this one.

NOTE Confidence: 0.9196352

00:20:24.440 --> 00:20:25.932 All right. Looks like

NOTE Confidence: 0.9196352

00:20:25.932 --> 00:20:27.440 everybody's in. OK. Perfect.

NOTE Confidence: 0.9196352

00:20:32.000 --> 00:20:32.840 Gives me a little break.

NOTE Confidence: 0.92031956

00:20:43.790 --> 00:20:45.255 There's one room ended up

NOTE Confidence: 0.92031956

00:20:45.255 --> 00:20:46.790 with only two people. I think

NOTE Confidence: 0.92031956

00:20:46.790 --> 00:20:48.183 a few people. As long as they're

NOTE Confidence: 0.92031956

00:20:48.183 --> 00:20:49.628 both active in it, it'll be fine.

NOTE Confidence: 0.92031956

00:21:01.830 --> 00:21:03.102 I'm going to try to do this real

NOTE Confidence: 0.92031956

00:21:03.102 --> 00:21:04.150 quick and see if it lets me.

NOTE Confidence: 0.92031956

00:21:04.150 --> 00:21:05.680 I'm going to stop, share, and reshare

NOTE Confidence: 0.92031956

00:21:05.680 --> 00:21:07.150 while they're in the breakout rooms.

NOTE Confidence: 0.9351882

00:21:11.470 --> 00:21:12.670 There we go. Perfect.

NOTE Confidence: 0.9351882

00:21:15.270 --> 00:21:16.944 It does work. I've never done it before,

NOTE Confidence: 0.9351882

00:21:16.950 --> 00:21:18.350 but I just googled how to do it

NOTE Confidence: 0.9351882

00:21:26.550 --> 00:21:28.237 for the next breakout. Do we want

NOTE Confidence: 0.9351882

00:21:28.237 --> 00:21:30.150 to keep the same people together?

NOTE Confidence: 0.9351882

00:21:30.830 --> 00:21:32.430 It's a completely different vibe.

NOTE Confidence: 0.9351882

00:21:33.190 --> 00:21:35.535 Then I'll probably change it up just

NOTE Confidence: 0.9351882

00:21:35.535 --> 00:21:36.948 to for the sake of changing it up.

NOTE Confidence: 0.9315097

00:21:45.910 --> 00:21:46.010 You

NOTE Confidence: 0.9315097

00:21:50.110 --> 00:21:52.194 need to speak more often. This is

NOTE Confidence: 0.9315097

00:21:52.194 --> 00:21:54.870 the best attended health yet. Well,

NOTE Confidence: 0.9315097

00:21:54.870 --> 00:21:56.270 we'll see how it goes.

NOTE Confidence: 0.9315097

00:21:56.270 --> 00:21:58.190 I don't know that I've got

NOTE Confidence: 0.9315097

00:21:58.190 --> 00:21:59.790 anything that amazing to say.

NOTE Confidence: 0.9315097

00:21:59.790 --> 00:22:01.014 I'm just like, let's all talk

NOTE Confidence: 0.9315097

00:22:01.014 --> 00:22:02.270 about our feelings, guys.

NOTE Confidence: 0.9315097

00:22:02.270 --> 00:22:04.789 We and I had a couple of robots

NOTE Confidence: 0.9315097

00:22:04.870 --> 00:22:07.958 and I had a couple people ask music

NOTE Confidence: 0.9315097

00:22:07.958 --> 00:22:09.790 recorded. So people are interested.

NOTE Confidence: 0.9299829

00:22:18.280 --> 00:22:20.160 I'm going to send a broadcast.

NOTE Confidence: 0.9299829

00:22:24.920 --> 00:22:24.970 Do

NOTE Confidence: 0.9299829

00:22:36.340 --> 00:22:37.600 you know if we have a timer

NOTE Confidence: 0.9299829

00:22:37.600 --> 00:22:38.420 on these breakout rooms?

NOTE Confidence: 0.9299829

00:22:38.420 --> 00:22:40.136 We probably can't tell, can we?

NOTE Confidence: 0.9299829

00:22:40.140 --> 00:22:43.964 We usually do like a 62nd timer.

NOTE Confidence: 0.9299829

00:22:43.964 --> 00:22:45.620 I'm going to assume we do.

NOTE Confidence: 0.9299829

00:22:50.100 --> 00:22:52.060 I'm sorry, I have myself on mute.

NOTE Confidence: 0.9299829

00:22:52.060 --> 00:22:53.660 When you hit closed rooms,

NOTE Confidence: 0.9299829

00:22:53.660 --> 00:22:56.260 it starts a sticky 62nd timer.

NOTE Confidence: 0.93289816

00:22:58.280 --> 00:23:00.008 So just let me know when you're ready

NOTE Confidence: 0.93289816

00:23:00.008 --> 00:23:01.833 for me or if you want. You said you

NOTE Confidence: 0.93289816

00:23:01.833 --> 00:23:03.200 sent a message already out, right?

NOTE Confidence: 0.93289816

00:23:03.200 --> 00:23:05.024 I sent a broadcast to people that said

NOTE Confidence: 0.93289816

00:23:05.024 --> 00:23:06.385 two minutes, so I'll tell you when

NOTE Confidence: 0.93289816

00:23:06.385 --> 00:23:07.759 we should actually try to close them.

NOTE Confidence: 0.93289816

00:23:23.050 --> 00:23:24.350 It's Betty. I'm not sure

NOTE Confidence: 0.93289816

00:23:24.350 --> 00:23:25.970 when you say close all rooms,

NOTE Confidence: 0.93289816

00:23:25.970 --> 00:23:27.248 you may have to recreate them

NOTE Confidence: 0.93289816

00:23:27.250 --> 00:23:29.010 again. I'm not sure. Yeah,

NOTE Confidence: 0.93289816

00:23:29.010 --> 00:23:31.218 I'll recreate them again.

NOTE Confidence: 0.93289816

00:23:31.218 --> 00:23:32.610 Thank you. Sorry guys.

NOTE Confidence: 0.9273713

00:23:44.190 --> 00:23:46.026 Okay, we can hit close all rooms.

NOTE Confidence: 0.9273713

00:23:59.180 --> 00:24:00.906 Hi, Jim. Hi Rachel.

NOTE Confidence: 0.9273713

00:24:00.906 --> 00:24:01.875 Sorry, accidentally clicked

NOTE Confidence: 0.9273713

00:24:01.875 --> 00:24:03.860 leave the room a little early.

NOTE Confidence: 0.9273713

00:24:04.260 --> 00:24:07.100 That's Okay. I do that all the time.

NOTE Confidence: 0.9273713

00:24:07.100 --> 00:24:08.180 Thanks for joining today.

NOTE Confidence: 0.9273713

00:24:08.180 --> 00:24:08.900 This is great.

NOTE Confidence: 0.823853

00:24:17.270 --> 00:24:17.310 I

NOTE Confidence: 0.91588175

00:24:51.210 --> 00:24:51.810 Hi, boss.

NOTE Confidence: 0.91588175

00:24:59.850 --> 00:25:01.550 Right, So it looks like

NOTE Confidence: 0.91588175

00:25:01.550 --> 00:25:03.125 people have made it back.

NOTE Confidence: 0.91588175

00:25:03.130 --> 00:25:05.475 I I don't see anyone in hives

NOTE Confidence: 0.91588175

00:25:05.475 --> 00:25:07.947 or tears so I'm assuming that

NOTE Confidence: 0.91588175

00:25:07.947 --> 00:25:10.247 that that process was okay.

NOTE Confidence: 0.91588175

00:25:10.250 --> 00:25:11.825 But I I just really want to

NOTE Confidence: 0.91588175

00:25:11.825 --> 00:25:13.248 tell you it it takes it.

NOTE Confidence: 0.91588175

00:25:13.250 --> 00:25:15.098 The first time I ever did this

NOTE Confidence: 0.91588175

00:25:15.098 --> 00:25:16.532 right really talked about something

NOTE Confidence: 0.91588175

00:25:16.532 --> 00:25:18.278 that really was hard for me.

NOTE Confidence: 0.91588175

00:25:18.280 --> 00:25:19.280 I was so nervous.

NOTE Confidence: 0.91588175

00:25:19.280 --> 00:25:20.780 I thought I was going to

NOTE Confidence: 0.91588175

00:25:20.848 --> 00:25:22.400 make the residents afraid.

NOTE Confidence: 0.91588175

00:25:22.400 --> 00:25:23.660 I thought they were going

NOTE Confidence: 0.91588175

00:25:23.660 --> 00:25:24.920 to lose respect for me.

NOTE Confidence: 0.91588175

00:25:24.920 --> 00:25:26.846 I was a relatively junior attending

00:25:26.846 --> 00:25:29.314 when I did this the first time and

00:25:29.314 --> 00:25:31.186 and I just have to tell you that

00:25:31.186 --> 00:25:33.232 it it pays dividends and their

00:25:33.232 --> 00:25:35.878 willingness to engage with you in the future.

00:25:35.880 --> 00:25:38.319 So you don't have to do that every day.

00:25:38.320 --> 00:25:39.960 Other strategies that are really

00:25:39.960 --> 00:25:41.600 important for sort of connection,

00:25:41.600 --> 00:25:43.767 what I call connection light, right,

00:25:43.767 --> 00:25:47.023 is ask their names and then use them.

00:25:47.030 --> 00:25:48.668 So I'm not good with names.

00:25:48.670 --> 00:25:49.432 I'm really not.

00:25:49.432 --> 00:25:51.210 I've learned a lot of skills over

00:25:51.270 --> 00:25:52.824 the years to get better at it,

00:25:52.830 --> 00:25:54.783 partially from when I was a teacher

00:25:54.783 --> 00:25:56.142 and partially from just having

00:25:56.142 --> 00:25:57.787 sort of this job that I have.

NOTE Confidence: 0.91588175

00:25:57.790 --> 00:25:59.351 But I write their names down on

NOTE Confidence: 0.91588175

00:25:59.351 --> 00:26:00.909 the back of my patient list.

NOTE Confidence: 0.91588175

00:26:00.910 --> 00:26:01.666 And at the end of the day,

NOTE Confidence: 0.91588175

00:26:01.670 --> 00:26:02.870 when I'm done writing my notes,

NOTE Confidence: 0.91588175

00:26:02.870 --> 00:26:04.622 I refresh and I remind myself

NOTE Confidence: 0.91588175

00:26:04.622 --> 00:26:06.868 I've put them in my phone before,

NOTE Confidence: 0.91588175

00:26:06.870 --> 00:26:08.390 right, so you can cheat.

NOTE Confidence: 0.91588175

00:26:08.390 --> 00:26:09.930 No one is saying you can't have

NOTE Confidence: 0.91588175

00:26:09.930 --> 00:26:10.590 a cheat cheat,

NOTE Confidence: 0.91588175

00:26:10.590 --> 00:26:12.378 but ask their names and use

NOTE Confidence: 0.91588175

00:26:12.378 --> 00:26:14.010 them on a consistent basis.

NOTE Confidence: 0.91588175

00:26:14.010 --> 00:26:17.450 Small gestures of appreciation go a long way,

NOTE Confidence: 0.91588175

00:26:17.450 --> 00:26:17.901 right?

NOTE Confidence: 0.91588175

00:26:17.901 --> 00:26:20.607 Saying thank you can be really,

NOTE Confidence: 0.91588175

00:26:20.610 --> 00:26:21.378 really important.

NOTE Confidence: 0.91588175

00:26:21.378 --> 00:26:24.450 I remember when I was a trainee one

NOTE Confidence: 0.91588175

00:26:24.525 --> 00:26:26.805 day I spent two hours organizing

NOTE Confidence: 0.91588175

00:26:26.805 --> 00:26:29.710 A sedated lymph node biopsy and

NOTE Confidence: 0.91588175

00:26:29.710 --> 00:26:32.894 MRI for a patient only to have the

NOTE Confidence: 0.91588175

00:26:32.894 --> 00:26:35.031 attending tell me it was going to be

NOTE Confidence: 0.91588175

00:26:35.031 --> 00:26:36.802 cancelled 3 minutes after I did it.

NOTE Confidence: 0.91588175

00:26:36.810 --> 00:26:38.610 And I was like,

NOTE Confidence: 0.91588175

00:26:38.610 --> 00:26:40.590 and then the fellow looked at me and said,

NOTE Confidence: 0.91588175

00:26:40.590 --> 00:26:41.910 thank you so much for your hard work.

NOTE Confidence: 0.91588175

00:26:41.910 --> 00:26:43.597 I know that that was really unfortunate

NOTE Confidence: 0.91588175

00:26:43.597 --> 00:26:45.350 that you did all that for nothing.

NOTE Confidence: 0.91588175

00:26:45.350 --> 00:26:47.406 And I remember it now as a positive

NOTE Confidence: 0.91588175

00:26:47.406 --> 00:26:49.190 thing instead of as a negative thing.

NOTE Confidence: 0.91588175

00:26:49.190 --> 00:26:51.800 And so small gestures of appreciation

NOTE Confidence: 0.91588175

00:26:51.800 --> 00:26:54.870 really can help those connections form.

NOTE Confidence: 0.91588175

00:26:54.870 --> 00:26:56.390 And I just like to make a little,

NOTE Confidence: 0.91588175

00:26:56.390 --> 00:26:58.189 a little reminder that we can all

NOTE Confidence: 0.91588175

00:26:58.189 --> 00:26:59.958 be part of ending generational

NOTE Confidence: 0.91588175

00:26:59.958 --> 00:27:01.830 trauma and medical training.

NOTE Confidence: 0.91588175

00:27:01.830 --> 00:27:04.458 Yes, we all have horror stories,

NOTE Confidence: 0.91588175

00:27:04.460 --> 00:27:06.028 and the vast majority of us will

NOTE Confidence: 0.91588175

00:27:06.028 --> 00:27:07.927 have trained in a time that was

NOTE Confidence: 0.91588175

00:27:07.927 --> 00:27:09.103 empirically more challenging than

NOTE Confidence: 0.91588175

00:27:09.103 --> 00:27:10.820 the residents who are training today.

NOTE Confidence: 0.91588175

00:27:10.820 --> 00:27:12.446 But that doesn't mean that that's

NOTE Confidence: 0.91588175

00:27:12.446 --> 00:27:14.298 the right way to have done it.

NOTE Confidence: 0.91588175

00:27:14.300 --> 00:27:16.204 So the picture here is my daughter

NOTE Confidence: 0.91588175

00:27:16.204 --> 00:27:17.746 wrote this book about feelings

NOTE Confidence: 0.91588175

00:27:17.746 --> 00:27:19.416 that she published and like,

NOTE Confidence: 0.91588175

00:27:19.420 --> 00:27:20.698 sold a bunch of copies of.

NOTE Confidence: 0.91588175

00:27:20.700 --> 00:27:21.580 And this is her.

NOTE Confidence: 0.91588175

00:27:21.580 --> 00:27:22.898 This is like her, her,

NOTE Confidence: 0.91588175

00:27:22.898 --> 00:27:24.650 her essential representation of

NOTE Confidence: 0.91588175

00:27:24.650 --> 00:27:27.559 what it is to sort of heal,

NOTE Confidence: 0.91588175

00:27:27.560 --> 00:27:27.817 right.

NOTE Confidence: 0.91588175

00:27:27.817 --> 00:27:29.102 And so really thinking a

NOTE Confidence: 0.91588175

00:27:29.102 --> 00:27:30.130 little bit about how

NOTE Confidence: 0.9316185

00:27:30.182 --> 00:27:31.316 we can be part of that,

NOTE Confidence: 0.9316185

00:27:31.320 --> 00:27:32.304 acknowledging things that

NOTE Confidence: 0.9316185

00:27:32.304 --> 00:27:34.272 happened to us that were hard,

NOTE Confidence: 0.9316185

00:27:34.280 --> 00:27:35.885 but not necessarily leveraging that

NOTE Confidence: 0.9316185

00:27:35.885 --> 00:27:38.009 misery on someone else because we think

NOTE Confidence: 0.9316185

00:27:38.009 --> 00:27:39.633 that's the only way to teach them.

NOTE Confidence: 0.9316185

00:27:41.880 --> 00:27:43.190 All right, let's move on

NOTE Confidence: 0.9316185

00:27:43.190 --> 00:27:44.660 to the next one. I promise.

NOTE Confidence: 0.9316185

00:27:44.660 --> 00:27:46.272 All the feelings are done now, guys.

NOTE Confidence: 0.9316185

00:27:46.272 --> 00:27:49.440 So the next one really has to do with,

NOTE Confidence: 0.9316185

00:27:49.440 --> 00:27:50.568 with competence, right?

NOTE Confidence: 0.9316185

00:27:50.568 --> 00:27:53.200 So we talked that residents need connection.

NOTE Confidence: 0.9316185

00:27:53.200 --> 00:27:55.839 Residents also need to feel like they

NOTE Confidence: 0.9316185

00:27:55.839 --> 00:27:57.630 are becoming increasingly competent,

NOTE Confidence: 0.9316185

00:27:57.630 --> 00:27:59.408 and one of the ways in which

NOTE Confidence: 0.9316185

00:27:59.408 --> 00:28:01.349 residents can feel that the most is

NOTE Confidence: 0.9316185

00:28:01.349 --> 00:28:03.035 in helping them develop their skill

NOTE Confidence: 0.9316185

00:28:03.090 --> 00:28:04.803 set and clinical reasoning, right?

NOTE Confidence: 0.9316185

00:28:04.803 --> 00:28:06.321 So this takes a whole different

NOTE Confidence: 0.9316185

00:28:06.321 --> 00:28:06.827 learning theory.

NOTE Confidence: 0.9316185

00:28:06.830 --> 00:28:08.993 This really is moving away from the

NOTE Confidence: 0.9316185

00:28:08.993 --> 00:28:10.469 humanistic learning theory and moving

NOTE Confidence: 0.9316185

00:28:10.469 --> 00:28:12.212 much more into into some sort of

NOTE Confidence: 0.9316185

00:28:12.212 --> 00:28:13.909 social cognitive learning theories.

NOTE Confidence: 0.9316185

00:28:13.910 --> 00:28:16.955 But the idea behind this is teaching

NOTE Confidence: 0.9316185

00:28:16.955 --> 00:28:19.570 people to recognize how they are

NOTE Confidence: 0.9316185

00:28:19.570 --> 00:28:21.822 thinking and that can be an incredibly

NOTE Confidence: 0.9316185

00:28:21.822 --> 00:28:23.789 useful tool in helping residents and

NOTE Confidence: 0.9316185

00:28:23.789 --> 00:28:25.811 medical students learn a little bit

NOTE Confidence: 0.9316185

00:28:25.811 --> 00:28:28.460 more of how to be sort of effective

NOTE Confidence: 0.9316185

00:28:28.460 --> 00:28:30.620 clinicians in different in different arenas.

NOTE Confidence: 0.9316185

00:28:30.620 --> 00:28:33.272 So who just I know, Not everyone.

NOTE Confidence: 0.9316185

00:28:33.272 --> 00:28:34.176 I wouldn't even ask.

NOTE Confidence: 0.9316185

00:28:34.180 --> 00:28:35.734 Show of hands Zoom is the worst.

NOTE Confidence: 0.9316185

00:28:35.740 --> 00:28:36.034 Anyhow,

NOTE Confidence: 0.9316185

00:28:36.034 --> 00:28:37.504 I'm assuming many people have

NOTE Confidence: 0.9316185

00:28:37.504 --> 00:28:39.220 heard of type one thinking,

NOTE Confidence: 0.9316185

00:28:39.220 --> 00:28:41.176 which is sort of heuristic thinking.

NOTE Confidence: 0.9316185

00:28:41.180 --> 00:28:43.420 So it's like that knee jerk reaction.

NOTE Confidence: 0.9316185

00:28:43.420 --> 00:28:46.900 This is the kid who has a history of eczema

NOTE Confidence: 0.9316185

00:28:46.900 --> 00:28:49.420 and a strong family history of asthma,

NOTE Confidence: 0.9316185

00:28:49.420 --> 00:28:51.772 who's presenting at age 3 with

NOTE Confidence: 0.9316185

00:28:51.772 --> 00:28:53.634 whee's right and and it's natural for

NOTE Confidence: 0.9316185

00:28:53.634 --> 00:28:55.639 physicians to use a little bit of knee

NOTE Confidence: 0.9316185

00:28:55.639 --> 00:28:57.450 jerk thinking when we hear that right,

NOTE Confidence: 0.9316185

00:28:57.450 --> 00:28:59.130 like okay, let's give that's asthma,

NOTE Confidence: 0.9316185

00:28:59.130 --> 00:28:59.445 right?

NOTE Confidence: 0.9316185

00:28:59.445 --> 00:29:01.650 Let's give that kid treatment for asthma.

NOTE Confidence: 0.9316185

00:29:01.650 --> 00:29:04.107 Whereas type 2 thinking is really forcing

NOTE Confidence: 0.9316185

00:29:04.107 --> 00:29:06.249 yourself to slow down and be like,

NOTE Confidence: 0.9316185

00:29:06.250 --> 00:29:08.075 are there components of this

NOTE Confidence: 0.9316185

00:29:08.075 --> 00:29:09.900 particular history and physical that

NOTE Confidence: 0.9316185

00:29:09.964 --> 00:29:11.822 don't fit with what I think, right.

NOTE Confidence: 0.9316185

00:29:11.822 --> 00:29:13.796 And so or what is the differential

NOTE Confidence: 0.9316185

00:29:13.796 --> 00:29:15.923 that I could actually generate that

NOTE Confidence: 0.9316185

00:29:15.923 --> 00:29:18.179 might be relevant for this patient.

NOTE Confidence: 0.9316185

00:29:18.180 --> 00:29:19.620 So a few weeks ago,

NOTE Confidence: 0.9316185

00:29:19.620 --> 00:29:21.741 I had a patient admitted on service

NOTE Confidence: 0.9316185

00:29:21.741 --> 00:29:24.132 who had had recurrent wheeze for his

NOTE Confidence: 0.9316185

00:29:24.132 --> 00:29:26.604 whole life but had no personal family

NOTE Confidence: 0.9316185

00:29:26.604 --> 00:29:29.097 history of A to P and no no personal

NOTE Confidence: 0.9316185

00:29:29.100 --> 00:29:31.308 or family history of A to P including

NOTE Confidence: 0.9316185

00:29:31.308 --> 00:29:34.064 like an IGE of nothing and EO's of nothing.

NOTE Confidence: 0.9316185

00:29:34.070 --> 00:29:36.282 And my team just had a conversation

NOTE Confidence: 0.9316185

00:29:36.282 --> 00:29:37.230 that that's interesting,

NOTE Confidence: 0.9316185

00:29:37.230 --> 00:29:37.504 right.

NOTE Confidence: 0.9316185

00:29:37.504 --> 00:29:38.052 That's puzzling.

NOTE Confidence: 0.9316185

00:29:38.052 --> 00:29:39.148 That makes us wonder,

NOTE Confidence: 0.9316185

00:29:39.150 --> 00:29:41.733 is it possible that this kid could

NOTE Confidence: 0.9316185

00:29:41.733 --> 00:29:43.554 have ciliary dyskinesia or another

NOTE Confidence: 0.9316185

00:29:43.554 --> 00:29:45.822 reason for his ongoing we use that

NOTE Confidence: 0.9316185

00:29:45.822 --> 00:29:48.190 isn't necessarily traditional asthma.

NOTE Confidence: 0.9316185

00:29:48.190 --> 00:29:50.005 And so helping people recognize

NOTE Confidence: 0.9316185

00:29:50.005 --> 00:29:52.224 when they're using sort of quick

NOTE Confidence: 0.9316185

00:29:52.224 --> 00:29:53.914 thinking and when it's important

NOTE Confidence: 0.9316185

00:29:53.914 --> 00:29:56.270 to slow down is really crucial.

NOTE Confidence: 0.9316185

00:29:56.270 --> 00:29:58.388 This is something most advanced physicians,

NOTE Confidence: 0.9316185

00:29:58.390 --> 00:29:58.778 right,

NOTE Confidence: 0.9316185

00:29:58.778 --> 00:30:01.494 which I'm calling us all advanced physicians.

NOTE Confidence: 0.9316185

00:30:01.500 --> 00:30:02.802 A medical student the other day

NOTE Confidence: 0.9316185

00:30:02.802 --> 00:30:04.180 called me an expired millennial.

NOTE Confidence: 0.9316185

00:30:04.180 --> 00:30:06.665 So I'm going to call us all

NOTE Confidence: 0.9316185

00:30:06.665 --> 00:30:07.375 advanced physicians.

NOTE Confidence: 0.9316185

00:30:07.380 --> 00:30:10.040 And so thinking a little bit about

NOTE Confidence: 0.9316185

00:30:10.040 --> 00:30:13.157 those that that idea of like when we

NOTE Confidence: 0.9316185

00:30:13.157 --> 00:30:15.260 recognize that something doesn't fit,

NOTE Confidence: 0.9316185

00:30:15.260 --> 00:30:17.157 but saying that out loud and role

NOTE Confidence: 0.9316185

00:30:17.157 --> 00:30:18.708 modeling that for learners is

NOTE Confidence: 0.9316185

00:30:18.708 --> 00:30:20.068 incredibly important rather than

NOTE Confidence: 0.9316185

00:30:20.068 --> 00:30:22.020 just saying this is an asthma,

NOTE Confidence: 0.9316185

00:30:22.020 --> 00:30:23.300 this is ciliary dyskinesia.

NOTE Confidence: 0.9316185

00:30:23.300 --> 00:30:25.220 Saying the reason why I think

NOTE Confidence: 0.9351435

00:30:25.284 --> 00:30:28.291 this is an asthma is because XYZ and being

NOTE Confidence: 0.9351435

00:30:28.291 --> 00:30:31.153 really explicit and role modeling that

NOTE Confidence: 0.9351435

00:30:31.160 --> 00:30:33.560 the other really important thing that

NOTE Confidence: 0.9351435

00:30:33.560 --> 00:30:36.977 can be helpful is creating a skill set

NOTE Confidence: 0.9351435

00:30:36.977 --> 00:30:39.394 and developing an illness script, right.

NOTE Confidence: 0.9351435

00:30:39.394 --> 00:30:40.798 And so one of the things,

NOTE Confidence: 0.9351435

00:30:40.800 --> 00:30:42.155 one of the concrete takeaways

NOTE Confidence: 0.9351435

00:30:42.155 --> 00:30:43.720 I really want you guys to,

NOTE Confidence: 0.9351435

00:30:43.720 --> 00:30:45.912 to learn from today's talk is how easy

NOTE Confidence: 0.9351435

00:30:45.912 --> 00:30:48.359 it is to teach residents and students

NOTE Confidence: 0.9351435

00:30:48.359 --> 00:30:51.213 to create an illness script for a given

NOTE Confidence: 0.9351435

00:30:51.213 --> 00:30:53.432 presentation and how useful that is for

NOTE Confidence: 0.9351435

00:30:53.440 --> 00:30:56.818 them in widening their diagnostic library.

NOTE Confidence: 0.9351435

00:30:56.820 --> 00:30:58.500 So I have a whole bunch

NOTE Confidence: 0.9351435

00:30:58.500 --> 00:30:59.620 of illness scripts here.

NOTE Confidence: 0.9351435

00:30:59.620 --> 00:31:02.220 I tried to sort of spread out Outside

NOTE Confidence: 0.9351435

00:31:02.220 --> 00:31:04.785 of just the hospitalist world though

NOTE Confidence: 0.9351435

00:31:04.785 --> 00:31:06.735 you'll notice that I I'm bad,

NOTE Confidence: 0.9351435

00:31:06.740 --> 00:31:07.493 I don't know,

NOTE Confidence: 0.9351435

00:31:07.493 --> 00:31:08.999 a lot of clinical medicine outside

NOTE Confidence: 0.9351435

00:31:08.999 --> 00:31:10.899 my own purview, but that's okay.

NOTE Confidence: 0.9351435

00:31:10.899 --> 00:31:12.168 So you know, you,

NOTE Confidence: 0.9351435

00:31:12.168 --> 00:31:14.312 you might say that we have a four

NOTE Confidence: 0.9351435

00:31:14.312 --> 00:31:16.526 day old X30 X 36 week infant

NOTE Confidence: 0.9351435

00:31:16.526 --> 00:31:18.093 with hypoglycemia to 40, right.

NOTE Confidence: 0.9351435

00:31:18.093 --> 00:31:19.658 That is an illness script.

NOTE Confidence: 0.9351435

00:31:19.660 --> 00:31:21.392 That's a pretty straightforward

NOTE Confidence: 0.9351435

00:31:21.392 --> 00:31:22.644 illness script, right,

NOTE Confidence: 0.9351435

00:31:22.644 --> 00:31:24.948 a 17 month old admitted with

NOTE Confidence: 0.9351435

00:31:24.948 --> 00:31:25.716 recurrent wheeze.

NOTE Confidence: 0.9351435

00:31:25.720 --> 00:31:28.037 So things we might add to that.

NOTE Confidence: 0.9351435

00:31:28.040 --> 00:31:30.560 So you can say things like is this acute,

NOTE Confidence: 0.9351435

00:31:30.560 --> 00:31:31.781 subacute or chronic,

NOTE Confidence: 0.9351435

00:31:31.781 --> 00:31:33.816 making sure every presentation the

NOTE Confidence: 0.9351435

00:31:33.816 --> 00:31:35.760 residents are recognizing acute,

NOTE Confidence: 0.9351435

00:31:35.760 --> 00:31:37.492 subacute or chronic recognizing

NOTE Confidence: 0.9351435

00:31:37.492 --> 00:31:40.090 criteria that might come along with

NOTE Confidence: 0.9351435

00:31:40.158 --> 00:31:41.962 that particular patient, right.

NOTE Confidence: 0.9351435

00:31:41.962 --> 00:31:44.230 So a 17 month old with no past medical

NOTE Confidence: 0.9351435

00:31:44.289 --> 00:31:46.172 history of any kind is different than

NOTE Confidence: 0.9351435

00:31:46.172 --> 00:31:48.828 a 17 month old who has a history of peanut,

NOTE Confidence: 0.9351435

00:31:48.830 --> 00:31:50.960 an egg allergy as well as

NOTE Confidence: 0.9351435

00:31:50.960 --> 00:31:52.025 severe refractory eczema,

NOTE Confidence: 0.9351435

00:31:52.030 --> 00:31:52.428 right.

NOTE Confidence: 0.9351435

00:31:52.428 --> 00:31:54.816 And so adding those small details

NOTE Confidence: 0.9351435

00:31:54.816 --> 00:31:56.630 can be incredibly helpful.

NOTE Confidence: 0.9351435

00:31:56.630 --> 00:31:57.132 I'll say,

NOTE Confidence: 0.9351435

00:31:57.132 --> 00:31:59.140 like a 10 year old who presents with

NOTE Confidence: 0.9351435

00:31:59.200 --> 00:32:00.950 unilateral pain and swell knees,

NOTE Confidence: 0.9351435

00:32:00.950 --> 00:32:02.588 pain and swelling and mild anemia.

NOTE Confidence: 0.9351435

00:32:02.590 --> 00:32:04.070 So that would be one we're really knowing,

NOTE Confidence: 0.9351435

00:32:04.070 --> 00:32:05.114 like is this acute?

NOTE Confidence: 0.9351435

00:32:05.114 --> 00:32:07.338 Did the kid wake up that way or

NOTE Confidence: 0.9351435

00:32:07.338 --> 00:32:08.229 was this subacute,

NOTE Confidence: 0.9351435

00:32:08.230 --> 00:32:10.190 did this happen over a period of weeks?

NOTE Confidence: 0.9351435

00:32:10.190 --> 00:32:10.919 Is it recurrent?

NOTE Confidence: 0.9351435

00:32:10.919 --> 00:32:13.150 Is it the only time it's ever happened?

NOTE Confidence: 0.9351435

00:32:13.150 --> 00:32:15.988 So adding those qualifiers is really,

NOTE Confidence: 0.9351435

00:32:15.990 --> 00:32:17.800 really crucial because I find

NOTE Confidence: 0.9351435

00:32:17.800 --> 00:32:19.610 that many residents and students

NOTE Confidence: 0.9351435

00:32:19.675 --> 00:32:21.515 present a summary statement when

NOTE Confidence: 0.9351435

00:32:21.515 --> 00:32:23.355 they tell me their assessment.

NOTE Confidence: 0.9351435

00:32:23.360 --> 00:32:24.600 So they say things like,

NOTE Confidence: 0.9351435

00:32:24.600 --> 00:32:25.156 oh, well,

NOTE Confidence: 0.9351435

00:32:25.156 --> 00:32:27.658 this is an 8 year old with refusal to

NOTE Confidence: 0.9351435

00:32:27.658 --> 00:32:29.568 to take solid PO for a week, right.

NOTE Confidence: 0.9351435

00:32:29.568 --> 00:32:30.400 I'm like, OK, well,

NOTE Confidence: 0.9351435

00:32:30.400 --> 00:32:32.056 I remember that from when you

NOTE Confidence: 0.9351435

00:32:32.056 --> 00:32:33.445 actually presented the kid, right.

NOTE Confidence: 0.9351435

00:32:33.445 --> 00:32:35.440 So let's add a few more qualifiers.

NOTE Confidence: 0.9351435

00:32:35.440 --> 00:32:35.826 Right.

NOTE Confidence: 0.9351435

00:32:35.826 --> 00:32:38.914 So it's an 8 year old with subacute

NOTE Confidence: 0.9351435

00:32:38.920 --> 00:32:41.391 decrease in oral intake and an acute

NOTE Confidence: 0.9351435

00:32:41.391 --> 00:32:43.934 refusal to take PO to solids with

NOTE Confidence: 0.9351435

00:32:43.934 --> 00:32:45.480 maintained hydration status, right.

NOTE Confidence: 0.9351435

00:32:45.480 --> 00:32:48.490 So really forcing them to add as

NOTE Confidence: 0.9351435

00:32:48.490 --> 00:32:50.960 many qualifiers as they can that

NOTE Confidence: 0.9351435

00:32:50.960 --> 00:32:52.484 we think are relevant.

NOTE Confidence: 0.9351435

00:32:52.490 --> 00:32:54.765 So I tell people this is the,

NOTE Confidence: 0.9351435

00:32:54.770 --> 00:32:57.378 this is the, the rhythm to follow, right.

NOTE Confidence: 0.9351435

00:32:57.378 --> 00:32:59.998 So age and comorbidities, who is the kid?

NOTE Confidence: 0.9351435

00:32:59.998 --> 00:33:02.090 Is this a kid who has chronic?

NOTE Confidence: 0.9351435

00:33:02.090 --> 00:33:03.818 Is this a kid who's technology

NOTE Confidence: 0.9351435

00:33:03.818 --> 00:33:04.682 dependent or not?

NOTE Confidence: 0.9351435

00:33:04.690 --> 00:33:05.970 Is this, you know,

NOTE Confidence: 0.9351435

00:33:05.970 --> 00:33:07.570 to use a neonatology example,

NOTE Confidence: 0.9351435

00:33:07.570 --> 00:33:07.747 right?

NOTE Confidence: 0.9351435

00:33:07.747 --> 00:33:09.340 Is this a kid who was born at term

NOTE Confidence: 0.92649466

00:33:09.390 --> 00:33:11.210 or is this a kid who was born at 26 weeks?

NOTE Confidence: 0.92649466

00:33:11.210 --> 00:33:13.507 Those are very different posts, right.

NOTE Confidence: 0.92649466

00:33:13.507 --> 00:33:15.662 So those those types of things, you know,

NOTE Confidence: 0.92649466

00:33:15.662 --> 00:33:16.964 all three month olds are not created,

NOTE Confidence: 0.92649466

00:33:16.970 --> 00:33:19.735 the equal and so age and comorbidities

NOTE Confidence: 0.92649466

00:33:19.735 --> 00:33:21.530 is important, Acute, subacute,

NOTE Confidence: 0.92649466

00:33:21.530 --> 00:33:24.030 chronic, recurrent or or non

NOTE Confidence: 0.92649466

00:33:24.030 --> 00:33:25.565 recurrent are important things.

NOTE Confidence: 0.92649466

00:33:25.565 --> 00:33:27.980 And then I force learners to pick

NOTE Confidence: 0.92649466

00:33:28.046 --> 00:33:30.174 3 words to describe what they have

NOTE Confidence: 0.92649466

00:33:30.180 --> 00:33:31.782 because otherwise you'll find that they

NOTE Confidence: 0.92649466

00:33:31.782 --> 00:33:33.668 just want to pick everything, right.

NOTE Confidence: 0.92649466

00:33:33.668 --> 00:33:34.412 They'll say, well,

NOTE Confidence: 0.92649466

00:33:34.412 --> 00:33:35.900 this is a 10 year old,

NOTE Confidence: 0.92649466

00:33:35.900 --> 00:33:37.884 previously healthy child with

NOTE Confidence: 0.92649466

00:33:37.884 --> 00:33:40.235 acute right sided knee pain who's

NOTE Confidence: 0.92649466

00:33:40.235 --> 00:33:42.748 presenting with a normal CRP and a

NOTE Confidence: 0.92649466

00:33:42.748 --> 00:33:44.792 normal white count and a little bit

NOTE Confidence: 0.92649466

00:33:44.792 --> 00:33:47.098 of anemia and a rash on their belly

NOTE Confidence: 0.92649466

00:33:47.098 --> 00:33:49.220 and had a headache three days ago.

NOTE Confidence: 0.92649466

00:33:49.220 --> 00:33:50.820 And they find themselves just

NOTE Confidence: 0.92649466

00:33:50.820 --> 00:33:52.294 repeating everything that they

NOTE Confidence: 0.92649466

00:33:52.294 --> 00:33:54.134 originally said in their presentation.

NOTE Confidence: 0.92649466

00:33:54.140 --> 00:33:56.366 So forcing them to sort of nickel

NOTE Confidence: 0.92649466

00:33:56.366 --> 00:33:58.944 down to three will help them to

NOTE Confidence: 0.92649466

00:33:58.944 --> 00:34:00.500 develop this illness script.

NOTE Confidence: 0.92649466

00:34:00.500 --> 00:34:02.444 This is a habit that I've taken to for

NOTE Confidence: 0.92649466

00:34:02.444 --> 00:34:04.454 all of our when we do morning boluses,

NOTE Confidence: 0.92649466

00:34:04.460 --> 00:34:06.539 which is when we have the night

NOTE Confidence: 0.92649466

00:34:06.539 --> 00:34:08.121 team present their day admissions.

NOTE Confidence: 0.92649466

00:34:08.121 --> 00:34:10.788 I force the night team when they get

NOTE Confidence: 0.92649466

00:34:10.788 --> 00:34:12.660 to their assessment to say stop,

NOTE Confidence: 0.92649466

00:34:12.660 --> 00:34:15.216 give me this kind of assessment

NOTE Confidence: 0.92649466

00:34:15.220 --> 00:34:16.282 every single time.

NOTE Confidence: 0.92649466

00:34:16.282 --> 00:34:17.698 And in doing that,

NOTE Confidence: 0.92649466

00:34:17.700 --> 00:34:19.368 you will find that they're better

NOTE Confidence: 0.92649466

00:34:19.368 --> 00:34:21.223 able to elucidate why they might want

NOTE Confidence: 0.92649466

00:34:21.223 --> 00:34:23.074 to do the next step that they want

NOTE Confidence: 0.92649466

00:34:23.074 --> 00:34:24.892 to do or if the next step that they

NOTE Confidence: 0.92649466

00:34:24.900 --> 00:34:27.753 presented is in fact not the right next step.

NOTE Confidence: 0.92649466

00:34:27.760 --> 00:34:29.524 So with that case that I presented, I said,

NOTE Confidence: 0.92649466

00:34:29.524 --> 00:34:31.279 I said so now we've got a 10 year old,

NOTE Confidence: 0.92649466

00:34:31.280 --> 00:34:34.640 previously healthy kid with acute fever,

NOTE Confidence: 0.92649466

00:34:34.640 --> 00:34:38.516 neck pain and upper extremity symptoms

NOTE Confidence: 0.92649466

00:34:38.520 --> 00:34:40.360 and unilateral upper extremity symptoms.

NOTE Confidence: 0.92649466

00:34:40.360 --> 00:34:43.080 Do you really think an LP is the next step?

NOTE Confidence: 0.92649466

00:34:43.080 --> 00:34:44.396 And the first thing out of their

NOTE Confidence: 0.92649466

00:34:44.396 --> 00:34:44.960 mouth was no,

NOTE Confidence: 0.92649466

00:34:44.960 --> 00:34:46.720 we need an urgent MRI of the neck.

NOTE Confidence: 0.92649466

00:34:46.720 --> 00:34:47.576 And I said great,

NOTE Confidence: 0.92649466

00:34:47.576 --> 00:34:49.360 let's do an urgent MRI of the neck.

NOTE Confidence: 0.92649466

00:34:49.360 --> 00:34:51.202 And so really pushing them to

NOTE Confidence: 0.92649466

00:34:51.202 --> 00:34:52.860 think about that illness script

NOTE Confidence: 0.92649466

00:34:52.860 --> 00:34:54.316 can be incredibly useful.

NOTE Confidence: 0.921440155

00:34:56.440 --> 00:34:58.558 So I was going to pick.

NOTE Confidence: 0.921440155

00:34:58.560 --> 00:35:00.000 I was going to pick on some people,

NOTE Confidence: 0.921440155

00:35:00.000 --> 00:35:02.000 but I feel like there's a lot of people here,

NOTE Confidence: 0.921440155

00:35:02.000 --> 00:35:03.080 and that will be mean.

NOTE Confidence: 0.921440155

00:35:03.080 --> 00:35:04.520 Unless anyone wants to.

NOTE Confidence: 0.921440155

00:35:04.520 --> 00:35:06.218 I'll just do it. Sorry.

NOTE Confidence: 0.921440155

00:35:06.218 --> 00:35:08.024 Well, I'll just listen to my own

NOTE Confidence: 0.921440155

00:35:08.024 --> 00:35:09.836 sound of my voice a little more.

NOTE Confidence: 0.921440155

00:35:09.840 --> 00:35:12.136 So really thinking about how to flush out

NOTE Confidence: 0.921440155

00:35:12.136 --> 00:35:14.205 these illness scripts a little more, right?

NOTE Confidence: 0.921440155

00:35:14.205 --> 00:35:15.915 So another case from last week,

NOTE Confidence: 0.921440155

00:35:15.920 --> 00:35:17.315 a four month old who

NOTE Confidence: 0.921440155

00:35:17.315 --> 00:35:18.710 presented with a diaper rash.

NOTE Confidence: 0.921440155

00:35:18.710 --> 00:35:20.486 So this is a better illness

NOTE Confidence: 0.921440155

00:35:20.486 --> 00:35:21.670 script for it right?

NOTE Confidence: 0.921440155

00:35:21.670 --> 00:35:22.890 A four month old,

NOTE Confidence: 0.921440155

00:35:22.890 --> 00:35:24.720 otherwise healthy child who presented with

NOTE Confidence: 0.921440155

00:35:24.778 --> 00:35:27.067 an acute on chronic non blanching violations,

NOTE Confidence: 0.921440155

00:35:27.070 --> 00:35:28.456 papular diaper rash.

NOTE Confidence: 0.921440155

00:35:28.456 --> 00:35:30.304 The actual diagnosis there?

NOTE Confidence: 0.921440155

00:35:30.310 --> 00:35:31.558 Langerhans cell histeocytosis.

NOTE Confidence: 0.921440155

00:35:31.558 --> 00:35:34.054 Thank you Adam Burke for picking

NOTE Confidence: 0.921440155

00:35:34.054 --> 00:35:36.068 that up from just Googling it.

NOTE Confidence: 0.921440155

00:35:36.070 --> 00:35:38.359 But you can really see that forcing

NOTE Confidence: 0.921440155

00:35:38.359 --> 00:35:40.877 people to be thoughtful about that

NOTE Confidence: 0.921440155

00:35:40.877 --> 00:35:43.216 very specific illness script is,

NOTE Confidence: 0.921440155

00:35:43.216 --> 00:35:43.988 is crucial.

NOTE Confidence: 0.94062656

00:35:47.230 --> 00:35:49.547 And so, you know, another example here,

NOTE Confidence: 0.94062656

00:35:49.550 --> 00:35:51.510 right, is that this is a 7.

NOTE Confidence: 0.94062656

00:35:51.510 --> 00:35:52.776 You know, instead of just saying

NOTE Confidence: 0.94062656

00:35:52.776 --> 00:35:54.428 a 17 month old who was wheezing,

NOTE Confidence: 0.94062656

00:35:54.430 --> 00:35:56.470 a 17 month old with significant

NOTE Confidence: 0.94062656

00:35:56.470 --> 00:35:58.335 atopic history, who presented with

NOTE Confidence: 0.94062656

00:35:58.335 --> 00:36:00.310 subacute wheezing times 3 weeks

NOTE Confidence: 0.94062656

00:36:00.310 --> 00:36:02.215 without fever or rhinorrhea, right.

NOTE Confidence: 0.94062656

00:36:02.215 --> 00:36:03.510 And so that starts to be like,

NOTE Confidence: 0.94062656

00:36:03.510 --> 00:36:05.478 OK, so maybe this kid actually

NOTE Confidence: 0.94062656

00:36:05.478 --> 00:36:07.066 has a foreign body, right?

NOTE Confidence: 0.94062656

00:36:07.066 --> 00:36:09.274 Or maybe this kid has some kind of

NOTE Confidence: 0.94062656

00:36:09.274 --> 00:36:11.304 airway anomaly and not asthma because

NOTE Confidence: 0.94062656

00:36:11.304 --> 00:36:13.290 the illness script no longer fits

NOTE Confidence: 0.94062656

00:36:13.290 --> 00:36:16.010 with necessarily a presentation of

NOTE Confidence: 0.94062656

00:36:16.010 --> 00:36:18.730 asthma or recurrent preschool weeks.

NOTE Confidence: 0.94062656

00:36:18.730 --> 00:36:19.214 All right,

NOTE Confidence: 0.94062656

00:36:19.214 --> 00:36:21.490 so we're going to move on to the last,

NOTE Confidence: 0.94062656

00:36:21.490 --> 00:36:22.642 the last criteria.

NOTE Confidence: 0.94062656

00:36:22.642 --> 00:36:24.946 So we talked about methods to

NOTE Confidence: 0.94062656

00:36:24.946 --> 00:36:25.740 create connection.

NOTE Confidence: 0.94062656

00:36:25.740 --> 00:36:28.610 We talked about methods to increase their

NOTE Confidence: 0.94062656

00:36:28.610 --> 00:36:30.692 subjective feeling of competence and

NOTE Confidence: 0.94062656

00:36:30.692 --> 00:36:32.687 making diagnosis and developing plans.

NOTE Confidence: 0.94062656

00:36:32.690 --> 00:36:34.450 So now I want to talk about the one that's,

NOTE Confidence: 0.94062656

00:36:34.450 --> 00:36:35.036 you know,

NOTE Confidence: 0.94062656

00:36:35.036 --> 00:36:37.087 traditionally thought of as the most floated,

NOTE Confidence: 0.94062656

00:36:37.090 --> 00:36:38.119 which is autonomy.

NOTE Confidence: 0.94062656

00:36:38.119 --> 00:36:41.021 I have learned over the years that pediatric

NOTE Confidence: 0.94062656

00:36:41.021 --> 00:36:44.024 attendings hate when I talk about autonomy,

NOTE Confidence: 0.94062656

00:36:44.030 --> 00:36:44.257 right.

NOTE Confidence: 0.94062656

00:36:44.257 --> 00:36:46.073 And that our brains all start to move

NOTE Confidence: 0.94062656

00:36:46.073 --> 00:36:47.555 towards this thing that's like, yeah,

NOTE Confidence: 0.94062656

00:36:47.555 --> 00:36:48.990 but they don't know what they're doing.

NOTE Confidence: 0.94062656

00:36:48.990 --> 00:36:49.265 Or.

NOTE Confidence: 0.94062656

00:36:49.265 --> 00:36:51.618 Yeah, but not in my clinical arena, right.

NOTE Confidence: 0.94062656

00:36:51.618 --> 00:36:54.186 Or. Yeah, but but not yet.

NOTE Confidence: 0.94062656

00:36:54.190 --> 00:36:56.026 And I want us to just turn off those,

NOTE Confidence: 0.94062656

00:36:56.030 --> 00:36:56.357 yeah,

NOTE Confidence: 0.94062656

00:36:56.357 --> 00:36:58.646 butts for a second and hear me

NOTE Confidence: 0.94062656

00:36:58.646 --> 00:37:01.401 out about ways in which we can

NOTE Confidence: 0.94062656

00:37:01.401 --> 00:37:03.021 actually promote autonomy and

NOTE Confidence: 0.94062656

00:37:03.021 --> 00:37:05.010 really help you understand how

NOTE Confidence: 0.94062656

00:37:05.010 --> 00:37:07.271 crucial it is to promote some

NOTE Confidence: 0.94062656

00:37:07.271 --> 00:37:09.910 autonomy if we want our learners to

NOTE Confidence: 0.94062656

00:37:09.986 --> 00:37:12.498 become self actualized physicians.

NOTE Confidence: 0.94062656

00:37:12.500 --> 00:37:14.540 So I defined, I Googled this,

NOTE Confidence: 0.94062656

00:37:14.540 --> 00:37:15.440 I defined autonomy.

NOTE Confidence: 0.94062656

00:37:15.440 --> 00:37:17.540 Me and Google were like this lately.

NOTE Confidence: 0.94062656

00:37:17.540 --> 00:37:20.508 So having the authority to make one's own

NOTE Confidence: 0.94062656

00:37:20.508 --> 00:37:22.840 decisions and the freedom to act right.

NOTE Confidence: 0.94062656

00:37:22.840 --> 00:37:24.340 So in the clinical arena,

NOTE Confidence: 0.94062656

00:37:24.340 --> 00:37:24.628 right.

NOTE Confidence: 0.94062656

00:37:24.628 --> 00:37:26.356 It's the idea that like our

NOTE Confidence: 0.94062656

00:37:26.356 --> 00:37:28.358 residents able to make a decision

NOTE Confidence: 0.94062656

00:37:28.358 --> 00:37:30.158 and implement that decision without

NOTE Confidence: 0.94062656

00:37:30.158 --> 00:37:32.017 betting every single component of

NOTE Confidence: 0.94062656

00:37:32.017 --> 00:37:33.817 that decision with someone else.

NOTE Confidence: 0.94062656

00:37:33.820 --> 00:37:35.290 Because if they have to vet every

NOTE Confidence: 0.94062656

00:37:35.290 --> 00:37:36.773 component of the decision over time

NOTE Confidence: 0.94062656

00:37:36.773 --> 00:37:38.656 they're going to stop making those decisions.

NOTE Confidence: 0.94062656

00:37:38.660 --> 00:37:40.568 In their mind they're going to

NOTE Confidence: 0.94062656

00:37:40.568 --> 00:37:43.017 just wait to be told what to do.

NOTE Confidence: 0.94062656

00:37:43.020 --> 00:37:45.558 And and this is a crucial piece of them

NOTE Confidence: 0.94062656

00:37:45.558 --> 00:37:47.498 becoming self actualized physicians.

NOTE Confidence: 0.94062656

00:37:47.500 --> 00:37:49.372 So we want to think about how can we,

NOTE Confidence: 0.94062656

00:37:49.380 --> 00:37:51.954 how can we promote autonomy safely

NOTE Confidence: 0.94062656

00:37:51.954 --> 00:37:55.220 in a variety of clinical spheres.

NOTE Confidence: 0.94062656

00:37:55.220 --> 00:37:57.900 So I also will just tie this back

NOTE Confidence: 0.94062656

00:37:57.900 --> 00:38:00.766 to to Maslow's hierarchy, right.

NOTE Confidence: 0.94062656

00:38:00.766 --> 00:38:03.096 And the idea of respect.

NOTE Confidence: 0.94062656

00:38:03.100 --> 00:38:04.764 So I'll be honest,

NOTE Confidence: 0.94062656

00:38:04.764 --> 00:38:07.260 I have had learners catch things

NOTE Confidence: 0.94062656

00:38:07.344 --> 00:38:09.140 that I haven't caught.

70

NOTE Confidence: 0.94062656

00:38:09.140 --> 00:38:11.300 I suspect that's true for nearly

NOTE Confidence: 0.94062656

00:38:11.300 --> 00:38:13.000 everyone on this call, right.

NOTE Confidence: 0.94062656

00:38:13.000 --> 00:38:14.300 I've said something and a

NOTE Confidence: 0.94062656

00:38:14.300 --> 00:38:15.600 resident has been like, yeah,

NOTE Confidence: 0.94062656

00:38:15.600 --> 00:38:17.625 but they actually had a fever to 103.

NOTE Confidence: 0.94062656

00:38:17.625 --> 00:38:19.060 So don't you want to do this?

NOTE Confidence: 0.94062656

00:38:19.060 --> 00:38:22.175 I'm like, oh, yes, I do, right.

NOTE Confidence: 0.94062656

00:38:22.175 --> 00:38:24.660 And so if I haven't made an

NOTE Confidence: 0.94062656

00:38:24.660 --> 00:38:26.440 environment in which it's clear

NOTE Confidence: 0.94062656

00:38:26.440 --> 00:38:29.189 that I care what they have to say,

NOTE Confidence: 0.94062656

00:38:29.190 --> 00:38:30.845 I'm actually way more dangerous

NOTE Confidence: 0.94062656

00:38:30.845 --> 00:38:33.192 as a physician than I would be

NOTE Confidence: 0.94062656

00:38:33.192 --> 00:38:35.064 if I just told them everything.

NOTE Confidence: 0.937457

00:38:35.070 --> 00:38:36.910 You know, like if I just tell them

NOTE Confidence: 0.937457

00:38:36.910 --> 00:38:38.830 everything and they never bring up a thought,

NOTE Confidence: 0.937457

00:38:38.830 --> 00:38:40.982 I'm way more dangerous than I am if

NOTE Confidence: 0.937457

00:38:40.982 --> 00:38:43.287 I'm making some space for them to

NOTE Confidence: 0.937457

00:38:43.287 --> 00:38:44.987 offer their perspectives and ideas.

NOTE Confidence: 0.937457

00:38:44.990 --> 00:38:46.330 Because eventually you will

NOTE Confidence: 0.937457

00:38:46.330 --> 00:38:47.942 create this this world, right,

NOTE Confidence: 0.937457

00:38:47.942 --> 00:38:49.574 in which people feel like their

NOTE Confidence: 0.937457

00:38:49.574 --> 00:38:50.829 voice doesn't have a space,

NOTE Confidence: 0.937457

00:38:50.830 --> 00:38:53.110 so why would they share anything?

NOTE Confidence: 0.937457

00:38:53.110 --> 00:38:55.455 And that's bad for patients

NOTE Confidence: 0.937457

00:38:55.455 --> 00:38:57.800 and it's bad for education.

NOTE Confidence: 0.937457

00:38:57.800 --> 00:39:00.229 So we're going to use a strategy

NOTE Confidence: 0.937457

00:39:00.229 --> 00:39:02.599 called the One minute Preceptor.

NOTE Confidence: 0.937457

00:39:02.600 --> 00:39:05.642 And I talk about this strategy as a way

NOTE Confidence: 0.937457

00:39:05.642 --> 00:39:08.343 to it's it's autonomy light, right.

NOTE Confidence: 0.937457

00:39:08.343 --> 00:39:08.869 It's it's,

NOTE Confidence: 0.937457

00:39:08.869 --> 00:39:10.710 it's a way to make residents feel

NOTE Confidence: 0.937457

00:39:10.770 --> 00:39:12.500 that they're growing into an

NOTE Confidence: 0.937457

00:39:12.500 --> 00:39:13.884 autonomous physician without having

NOTE Confidence: 0.937457

00:39:13.884 --> 00:39:15.961 to give them so much autonomy that

NOTE Confidence: 0.937457

00:39:15.961 --> 00:39:17.746 we're all wringing our hands and

NOTE Confidence: 0.937457

00:39:17.746 --> 00:39:19.411 developing ulcers about the decisions

NOTE Confidence: 0.937457

00:39:19.411 --> 00:39:21.280 that are being made overnight.

NOTE Confidence: 0.937457

00:39:21.280 --> 00:39:23.608 So this is the these are the components

NOTE Confidence: 0.937457

00:39:23.608 --> 00:39:25.588 of the one minute preceptor.

NOTE Confidence: 0.937457

00:39:25.590 --> 00:39:27.228 A resident presents something to you.

NOTE Confidence: 0.937457

00:39:27.230 --> 00:39:30.346 It can be a full HMP, it can be a blood gas,

NOTE Confidence: 0.937457

00:39:30.350 --> 00:39:31.630 it can be anything, right?

NOTE Confidence: 0.937457

00:39:31.630 --> 00:39:32.590 It can be a new lab.

NOTE Confidence: 0.937457

00:39:32.590 --> 00:39:35.807 This, this CRP went from 180 to 80

NOTE Confidence: 0.937457

00:39:35.807 --> 00:39:39.230 and I asked the learner for a commitment.

NOTE Confidence: 0.937457

00:39:39.230 --> 00:39:41.070 It can be any commitment.

NOTE Confidence: 0.937457

00:39:41.070 --> 00:39:42.246 I'm going to pick on Lubena because

NOTE Confidence: 0.937457

00:39:42.246 --> 00:39:43.309 she's a hospital medicine fellow.

NOTE Confidence: 0.937457

00:39:43.310 --> 00:39:44.240 I'm not actually going to make

NOTE Confidence: 0.937457

00:39:44.240 --> 00:39:44.705 you say anything,

NOTE Confidence: 0.937457

00:39:44.710 --> 00:39:45.334 Lubena, don't worry.

NOTE Confidence: 0.937457

00:39:45.334 --> 00:39:46.582 But I would say to Lubena,

NOTE Confidence: 0.937457

00:39:46.590 --> 00:39:49.704 so when do you want to check another CRP?

NOTE Confidence: 0.937457

00:39:49.710 --> 00:39:51.810 And Lubena is going to answer me

NOTE Confidence: 0.937457

00:39:51.810 --> 00:39:53.920 and then I'm going to say why.

NOTE Confidence: 0.937457

00:39:53.920 --> 00:39:55.640 So if Lubina says I want to check

NOTE Confidence: 0.937457

00:39:55.640 --> 00:39:57.081 another CRP because I think we

NOTE Confidence: 0.937457

00:39:57.081 --> 00:39:58.515 might be able to transition off

NOTE Confidence: 0.937457

00:39:58.570 --> 00:39:59.719 IV antibiotics tomorrow,

NOTE Confidence: 0.937457

00:39:59.720 --> 00:40:01.360 I'm like this is not going to happen.

NOTE Confidence: 0.937457

00:40:01.360 --> 00:40:02.620 You're not going to go from 80

NOTE Confidence: 0.937457

00:40:02.620 --> 00:40:03.482 to 3:00 tomorrow, right?

NOTE Confidence: 0.937457

00:40:03.482 --> 00:40:05.736 So I can give her some feedback

NOTE Confidence: 0.937457

00:40:05.736 --> 00:40:07.519 about her thought process.

NOTE Confidence: 0.937457

00:40:07.520 --> 00:40:09.536 But if Lubina says I want to check

NOTE Confidence: 0.937457

00:40:09.536 --> 00:40:11.243 another CRP in four days because

NOTE Confidence: 0.937457

00:40:11.243 --> 00:40:12.953 I think she's is down trending,

NOTE Confidence: 0.937457

00:40:12.960 --> 00:40:14.728 we don't need to check it as long

NOTE Confidence: 0.937457

00:40:14.728 --> 00:40:16.518 as he's staying clinically well.

NOTE Confidence: 0.937457

00:40:16.520 --> 00:40:18.264 And I think that might be a time

NOTE Confidence: 0.937457

00:40:18.264 --> 00:40:19.774 in which we can push infectious

NOTE Confidence: 0.937457

00:40:19.774 --> 00:40:21.733 disease to come up with a final

NOTE Confidence: 0.937457

00:40:21.733 --> 00:40:22.849 duration of treatment.

NOTE Confidence: 0.937457

00:40:22.850 --> 00:40:23.570 Well, all of a sudden,

NOTE Confidence: 0.937457

00:40:23.570 --> 00:40:25.266 two things have happened.

NOTE Confidence: 0.937457

00:40:25.266 --> 00:40:27.406 One, Lubina's been able to demonstrate that,

NOTE Confidence: 0.937457

00:40:27.410 --> 00:40:30.050 in fact, she does know what she's doing,

NOTE Confidence: 0.937457

00:40:30.050 --> 00:40:30.635 right?

NOTE Confidence: 0.937457

00:40:30.635 --> 00:40:31.805 And two,

NOTE Confidence: 0.937457

00:40:31.805 --> 00:40:35.498 I now trust Lubina more because I now

NOTE Confidence: 0.937457

00:40:35.498 --> 00:40:37.290 know that in fact she has thought

NOTE Confidence: 0.937457

00:40:37.346 --> 00:40:39.690 this through and has made a great decision,

NOTE Confidence: 0.937457

00:40:39.690 --> 00:40:40.071 right?

NOTE Confidence: 0.937457

00:40:40.071 --> 00:40:42.357 And so either the resident learned

NOTE Confidence: 0.937457

00:40:42.357 --> 00:40:44.315 something that they didn't know

NOTE Confidence: 0.937457

00:40:44.315 --> 00:40:46.366 before or we learned something

NOTE Confidence: 0.937457

00:40:46.366 --> 00:40:48.056 about that resident that allows

NOTE Confidence: 0.937457

00:40:48.056 --> 00:40:50.535 us to give them more autonomy and

NOTE Confidence: 0.937457

00:40:50.535 --> 00:40:52.290 similar situations in the future.

NOTE Confidence: 0.937457

00:40:52.290 --> 00:40:54.050 And so the the criteria of of the

NOTE Confidence: 0.937457

00:40:54.050 --> 00:40:55.808 of the one minute researchers,

NOTE Confidence: 0.937457

00:40:55.810 --> 00:40:56.570 you ask for a learner,

NOTE Confidence: 0.937457

00:40:56.570 --> 00:40:58.285 you ask them why you provide feedback.

NOTE Confidence: 0.937457

00:40:58.290 --> 00:40:59.850 And then if there's a general learning point,

NOTE Confidence: 0.937457

00:40:59.850 --> 00:41:01.855 particularly if you're in a room, right.

NOTE Confidence: 0.937457

00:41:01.855 --> 00:41:03.010 If you're in a group of people,

NOTE Confidence: 0.937457

00:41:03.010 --> 00:41:05.369 you can say, yeah, that sounds great.

NOTE Confidence: 0.9338001

00:41:05.370 --> 00:41:07.242 This is why this is the right answer here.

NOTE Confidence: 0.9338001

00:41:07.250 --> 00:41:08.366 Right. You know,

NOTE Confidence: 0.9338001

00:41:08.366 --> 00:41:10.598 we generally can transition to oral

NOTE Confidence: 0.9338001

00:41:10.598 --> 00:41:13.067 antibiotics when the CRP is nothing

NOTE Confidence: 0.9338001

00:41:13.067 --> 00:41:14.288 for uncomplicated osteomyelitis,

NOTE Confidence: 0.9338001

00:41:14.290 --> 00:41:16.288 whatever that general rule might be.

NOTE Confidence: 0.9338001

00:41:16.290 --> 00:41:17.614 So everyone has learned,

NOTE Confidence: 0.9338001

00:41:17.614 --> 00:41:20.108 but Lubene has been able to utilize

NOTE Confidence: 0.9338001

00:41:20.108 --> 00:41:22.388 some autonomy and I have demonstrated

NOTE Confidence: 0.9338001

00:41:22.388 --> 00:41:24.856 that I respect her opinion by asking

NOTE Confidence: 0.9338001

00:41:24.856 --> 00:41:27.368 it and listening to it before I just

NOTE Confidence: 0.9338001

00:41:27.368 --> 00:41:29.916 tell everybody what we're going to do.

NOTE Confidence: 0.9338001

00:41:29.920 --> 00:41:33.896 So I don't know I I've messed up my

NOTE Confidence: 0.9338001

00:41:33.896 --> 00:41:35.800 my animations they're clearly anyhow,

NOTE Confidence: 0.9338001

00:41:35.800 --> 00:41:37.634 moving on someone can do a how

NOTE Confidence: 0.9338001

00:41:37.634 --> 00:41:39.459 to do PowerPoint for me at some

NOTE Confidence: 0.9338001

00:41:39.459 --> 00:41:40.435 point in the future.

NOTE Confidence: 0.9338001

00:41:40.440 --> 00:41:43.240 So I'm going to do can I

NOTE Confidence: 0.9338001

00:41:43.240 --> 00:41:44.760 actually a bridge party.

NOTE Confidence: 0.9338001

00:41:44.760 --> 00:41:46.295 Will you come off mute

NOTE Confidence: 0.9338001

00:41:46.295 --> 00:41:48.110 and be my learner For me?

NOTE Confidence: 0.9338001

00:41:48.110 --> 00:41:49.550 Once, once my chief resident.

NOTE Confidence: 0.9338001

00:41:49.550 --> 00:41:51.550 Always my chief resident.

NOTE Confidence: 0.9338001

00:41:51.550 --> 00:41:53.660 I'm ready. All right.

NOTE Confidence: 0.9338001

00:41:53.660 --> 00:41:55.540 So I'm going to you're going to be

NOTE Confidence: 0.9338001

00:41:55.594 --> 00:41:57.462 my learner here, Okay. And I'm.

NOTE Confidence: 0.9338001

00:41:57.462 --> 00:41:58.945 I'm the. I'm the preceptor.

NOTE Confidence: 0.9338001

00:41:58.945 --> 00:42:00.270 So I have a three.

NOTE Confidence: 0.9338001

00:42:00.270 --> 00:42:02.230 You've presented this to me.

NOTE Confidence: 0.9338001

00:42:02.230 --> 00:42:03.508 You want to read it out loud for us,

NOTE Confidence: 0.9338001

00:42:03.510 --> 00:42:03.870 Lavina.

NOTE Confidence: 0.92972684

00:42:04.910 --> 00:42:07.350 So this is a three-year old boy who

NOTE Confidence: 0.92972684

00:42:07.350 --> 00:42:10.043 presents with a cute Shigala gastroenteritis

NOTE Confidence: 0.92972684

00:42:10.043 --> 00:42:12.063 complicated by severe dehydration.

NOTE Confidence: 0.92972684

00:42:12.070 --> 00:42:14.709 He is not yet taking oral intake.

NOTE Confidence: 0.9327179

00:42:15.870 --> 00:42:18.142 And then they go so, right.

NOTE Confidence: 0.9327179

00:42:18.142 --> 00:42:20.230 And they're often waiting for us to jump in,

NOTE Confidence: 0.9327179

00:42:20.230 --> 00:42:21.580 right. There's this like pause that

NOTE Confidence: 0.9327179

00:42:21.580 --> 00:42:23.069 many of you have probably noticed

NOTE Confidence: 0.9327179

00:42:23.069 --> 00:42:24.862 in which the learners like, are they

NOTE Confidence: 0.9327179

00:42:24.862 --> 00:42:26.910 just going to tell me what to do here?

NOTE Confidence: 0.9327179

00:42:26.910 --> 00:42:29.268 Am I expected to come up with a plan?

NOTE Confidence: 0.9327179

00:42:29.270 --> 00:42:30.830 And so when you come to that pause,

NOTE Confidence: 0.9327179

00:42:30.830 --> 00:42:33.398 you can ask any question you want, right?

NOTE Confidence: 0.9327179

00:42:33.398 --> 00:42:36.270 Maybe I ask Lubena, So what do you want?

NOTE Confidence: 0.9327179

00:42:36.270 --> 00:42:37.662 What did I say? What do you want

NOTE Confidence: 0.9327179

00:42:37.662 --> 00:42:39.108 to do with this fluids today?

NOTE Confidence: 0.9327179

00:42:39.110 --> 00:42:40.238 Or maybe I ask,

NOTE Confidence: 0.9327179

00:42:40.238 --> 00:42:43.354 do you want to give him antibiotics, right.

NOTE Confidence: 0.9327179

00:42:43.354 --> 00:42:45.290 Or maybe I ask,

NOTE Confidence: 0.9327179

00:42:45.290 --> 00:42:47.130 when do you want to check labs again?

NOTE Confidence: 0.9327179

00:42:47.130 --> 00:42:48.460 So we'll be going to pick one

NOTE Confidence: 0.9327179

00:42:48.460 --> 00:42:49.529 of those two to answer.

NOTE Confidence: 0.9327179

00:42:49.530 --> 00:42:50.608 What do you want to do today?

NOTE Confidence: 0.9327179

00:42:50.610 --> 00:42:52.367 Or do you want to start antibiotics?

NOTE Confidence: 0.9245072

00:42:54.130 --> 00:42:56.888 I would like to resuscitate him first

NOTE Confidence: 0.9245072

00:42:56.888 --> 00:42:59.602 with simple horses and then start him

NOTE Confidence: 0.9245072

00:42:59.602 --> 00:43:01.570 on continued continuous fluids as well.

00:43:02.130 --> 00:43:03.486 OK. So why do you want,

00:43:03.490 --> 00:43:04.764 why do you want to do that?

00:43:05.770 --> 00:43:08.087 I think that he's already very behind.

00:43:08.090 --> 00:43:09.998 So I think that we have to catch him

00:43:09.998 --> 00:43:12.128 up first before we can support him

00:43:12.128 --> 00:43:13.970 with what his maintenance needs are.

00:43:14.540 --> 00:43:15.260 Yeah. And you know what?

00:43:15.260 --> 00:43:16.660 If I'm really in the clinical environment,

00:43:16.660 --> 00:43:17.660 I can push her further

00:43:17.660 --> 00:43:18.460 using these same things.

00:43:18.460 --> 00:43:19.964 I won't make her do this because she

00:43:19.964 --> 00:43:21.281 doesn't actually have the kids labs, right.

00:43:21.281 --> 00:43:21.944 But saying like,

00:43:21.944 --> 00:43:23.500 what fluid do you want to use?

00:43:23.500 --> 00:43:25.166 How much of it do you want to use, right.

00:43:25.166 --> 00:43:27.296 And providing feedback about that.

NOTE Confidence: 0.9243947

00:43:27.300 --> 00:43:29.897 You guys saw that took 30 seconds

NOTE Confidence: 0.9243947

00:43:29.900 --> 00:43:31.394 for me to ask Lubina those

NOTE Confidence: 0.9243947

00:43:31.394 --> 00:43:32.780 questions instead of just saying.

NOTE Confidence: 0.9243947

00:43:32.780 --> 00:43:34.572 So we're still way behind and we need

NOTE Confidence: 0.9243947

00:43:34.572 --> 00:43:36.468 to give them some boluses today, right?

NOTE Confidence: 0.9243947

00:43:36.468 --> 00:43:37.854 Or if I said what do you

NOTE Confidence: 0.9243947

00:43:37.854 --> 00:43:38.865 want in his case 2.7,

NOTE Confidence: 0.9243947

00:43:38.865 --> 00:43:40.334 what do you want to do about that, right.

NOTE Confidence: 0.9243947

00:43:40.334 --> 00:43:41.230 And have Lubina say,

NOTE Confidence: 0.9243947

00:43:41.230 --> 00:43:43.030 I want to give oral K I'm like good luck,

NOTE Confidence: 0.9243947

00:43:43.030 --> 00:43:44.652 he'll puke that up in a second, right.

NOTE Confidence: 0.9243947

00:43:44.652 --> 00:43:46.362 And so those are opportunities

NOTE Confidence: 0.9243947

00:43:46.362 --> 00:43:47.388 to really engage.

NOTE Confidence: 0.9243947

00:43:47.390 --> 00:43:48.810 But you're you're you have

NOTE Confidence: 0.9243947

00:43:48.810 --> 00:43:50.230 to ask them a question.

NOTE Confidence: 0.9243947

00:43:50.230 --> 00:43:51.950 Do you actually want to hear the answer

NOTE Confidence: 0.9243947

00:43:51.950 --> 00:43:54.025 to And it's A-frame shift from from that,

NOTE Confidence: 0.9243947

00:43:54.030 --> 00:43:56.483 like guess what I'm thinking question, right.

NOTE Confidence: 0.9243947

00:43:56.483 --> 00:43:59.030 So often on rounds I might be tempted to say,

NOTE Confidence: 0.9243947

00:43:59.030 --> 00:44:01.011 So what are the criteria for starting

NOTE Confidence: 0.9243947

00:44:01.011 --> 00:44:03.068 antibiotics in a patient with Shigella?

NOTE Confidence: 0.9243947

00:44:03.070 --> 00:44:04.640 And I'm waiting for people

NOTE Confidence: 0.9243947

00:44:04.640 --> 00:44:06.210 to spit out those criteria.

NOTE Confidence: 0.9243947

00:44:06.210 --> 00:44:07.458 That's a knowledge level.

NOTE Confidence: 0.9243947

00:44:07.458 --> 00:44:09.530 That's the bottom of the pyramid, right?

NOTE Confidence: 0.9243947

00:44:09.530 --> 00:44:11.130 By saying what do you want to do?

NOTE Confidence: 0.9243947

00:44:11.130 --> 00:44:12.674 You want to start antibiotics, right?

NOTE Confidence: 0.9243947

00:44:12.674 --> 00:44:13.682 Or what do you want to do

NOTE Confidence: 0.9243947

00:44:13.682 --> 00:44:14.450 with this fluids today?

NOTE Confidence: 0.9243947

00:44:14.450 --> 00:44:16.410 That's an application that's a higher level.

NOTE Confidence: 0.9243947

00:44:16.410 --> 00:44:17.270 So I'm,

NOTE Confidence: 0.9243947

00:44:17.270 --> 00:44:19.850 I'm both encouraging higher level thinking.

NOTE Confidence: 0.9243947

00:44:19.850 --> 00:44:21.190 I'm teaching myself how much

NOTE Confidence: 0.9243947

00:44:21.190 --> 00:44:23.010 autonomy I can give my learner.

NOTE Confidence: 0.9243947

00:44:23.010 --> 00:44:24.610 And I'm giving my learner

NOTE Confidence: 0.9243947

00:44:24.610 --> 00:44:26.130 the illusion at least,

NOTE Confidence: 0.9243947

00:44:26.130 --> 00:44:28.770 of autonomy by asking those questions.

NOTE Confidence: 0.9243947

00:44:28.770 --> 00:44:30.082 So let's practice again.

NOTE Confidence: 0.9243947

00:44:30.082 --> 00:44:32.050 Who else can I pick on?

NOTE Confidence: 0.9318448

00:44:35.140 --> 00:44:36.660 Doctor Loyal. Do you want

NOTE Confidence: 0.9318448

00:44:36.660 --> 00:44:38.460 to be a learner for me?

NOTE Confidence: 0.9318448

00:44:41.020 --> 00:44:42.300 Once my boss. Always

NOTE Confidence: 0.9318448

00:44:42.300 --> 00:44:44.532 my boss. Okay, you're going to be my learner.

NOTE Confidence: 0.9318448

00:44:44.540 --> 00:44:47.420 Can you read the the, the, the case there?

NOTE Confidence: 0.9318448

00:44:48.340 --> 00:44:50.545 Yes. This is an 18 month old here for

NOTE Confidence: 0.9318448

00:44:50.545 --> 00:44:52.990 a well child check who presents with

NOTE Confidence: 0.9318448

00:44:52.990 --> 00:44:55.048 poor weight gain and decreased oral

NOTE Confidence: 0.9318448

00:44:55.048 --> 00:44:56.896 intake for the past seven months.

NOTE Confidence: 0.92162323

00:44:57.690 --> 00:44:59.370 So I could ask any of these questions.

NOTE Confidence: 0.92162323

00:44:59.370 --> 00:45:00.996 You don't have to ask all of them, right?

NOTE Confidence: 0.92162323

00:45:00.996 --> 00:45:02.762 Maybe I say to Jespree, what workup

NOTE Confidence: 0.92162323

00:45:02.762 --> 00:45:04.490 do you want to start for him today?

NOTE Confidence: 0.92162323

00:45:04.490 --> 00:45:06.362 Or I'm going to ask you the second question.

NOTE Confidence: 0.92162323

00:45:06.370 --> 00:45:08.282 So Jespree, when do you think is the

NOTE Confidence: 0.92162323

00:45:08.282 --> 00:45:10.087 threshold to admit him to the hospital?

NOTE Confidence: 0.92162323

00:45:10.090 --> 00:45:11.252 Do you think we need to admit

NOTE Confidence: 0.92162323

00:45:11.252 --> 00:45:12.329 him or what's the threshold?

NOTE Confidence: 0.92162323

00:45:17.170 --> 00:45:20.370 Okay, I'm overthinking this. If you want,

NOTE Confidence: 0.92162323

00:45:19.410 --> 00:45:20.370 I was going to say, do

NOTE Confidence: 0.923512484

00:45:20.370 --> 00:45:22.310 we have to admit, right.

NOTE Confidence: 0.923512484

00:45:22.310 --> 00:45:23.948 So you could say we might not have to.

NOTE Confidence: 0.923512484

00:45:23.950 --> 00:45:25.387 So that might be your answer, Right.

NOTE Confidence: 0.923512484

00:45:25.387 --> 00:45:27.326 And like, what would be your reasoning

NOTE Confidence: 0.923512484

00:45:27.326 --> 00:45:28.989 for why you might not admit?

NOTE Confidence: 0.923512484

00:45:28.990 --> 00:45:30.616 Because we're hospitalists and we try

NOTE Confidence: 0.923512484

00:45:30.616 --> 00:45:32.310 to avoid these admissions at all costs.

NOTE Confidence: 0.9310695

00:45:33.190 --> 00:45:34.600 well-being, I think being in a

NOTE Confidence: 0.9310695

00:45:34.600 --> 00:45:36.110 hospital is a stressful environment.

NOTE Confidence: 0.9310695

00:45:36.110 --> 00:45:39.190 So I don't know, you know,

NOTE Confidence: 0.9310695

00:45:39.190 --> 00:45:40.710 sometimes like that can be

NOTE Confidence: 0.9310695

00:45:40.710 --> 00:45:42.230 worse for the family dynamic,

NOTE Confidence: 0.9310695

00:45:42.990 --> 00:45:44.664 right. And so I hear that from Jess Free,

NOTE Confidence: 0.9310695

00:45:44.670 --> 00:45:45.588 right. And I say to her,

NOTE Confidence: 0.9310695

00:45:45.590 --> 00:45:46.430 like, absolutely right.

NOTE Confidence: 0.9310695

00:45:46.430 --> 00:45:48.820 And I think we want to avoid that

NOTE Confidence: 0.9310695

00:45:48.820 --> 00:45:50.530 hospitalization at all costs, right.

NOTE Confidence: 0.9310695

00:45:50.530 --> 00:45:52.278 And so for me, I would only want

NOTE Confidence: 0.9310695

00:45:52.278 --> 00:45:53.751 to admit this kid to the hospital

NOTE Confidence: 0.9310695

00:45:53.751 --> 00:45:55.384 if I think we really, truly cannot.

NOTE Confidence: 0.9310695

00:45:55.384 --> 00:45:57.200 We've tried a lot of things to get

NOTE Confidence: 0.9310695

00:45:57.252 --> 00:45:58.876 him to gain weight in the outpatient

NOTE Confidence: 0.9310695

00:45:58.876 --> 00:46:01.012 setting or I think he's at risk of

NOTE Confidence: 0.9310695

00:46:01.012 --> 00:46:02.057 acute refeeding syndrome, right.

NOTE Confidence: 0.9310695

00:46:02.057 --> 00:46:03.920 And those are kind of the two reasons why

NOTE Confidence: 0.9310695

00:46:03.971 --> 00:46:05.845 I might admit a kid to the hospital, right.

NOTE Confidence: 0.9310695

00:46:05.845 --> 00:46:08.050 And so I've asked Jaspreet her opinion.

NOTE Confidence: 0.9310695

00:46:08.050 --> 00:46:09.802 I've heard where she's at and

NOTE Confidence: 0.9310695

00:46:09.802 --> 00:46:10.970 thinking about this patient,

NOTE Confidence: 0.9310695

00:46:10.970 --> 00:46:13.091 and I'm able to sort of continue

NOTE Confidence: 0.9310695

00:46:13.091 --> 00:46:14.490 the conversation moving forward.

NOTE Confidence: 0.9310695

00:46:14.490 --> 00:46:14.610 But

NOTE Confidence: 0.9321595

00:46:14.610 --> 00:46:16.346 what if I tell you the PCP

NOTE Confidence: 0.9321595

00:46:16.346 --> 00:46:17.530 wants him admitted? Then what?

NOTE Confidence: 0.9345483

00:46:18.770 --> 00:46:20.490 Well, then I would say, but do you agree?

NOTE Confidence: 0.9345483

00:46:20.490 --> 00:46:21.806 Right. So if I'm using this method,

NOTE Confidence: 0.9345483

00:46:21.810 --> 00:46:23.686 I would say, but do you agree?

NOTE Confidence: 0.9345483

00:46:23.690 --> 00:46:25.322 Right. And. And maybe maybe the

NOTE Confidence: 0.9345483

00:46:25.322 --> 00:46:26.962 resident says I don't agree, right.

NOTE Confidence: 0.9345483

00:46:26.962 --> 00:46:28.114 And I and that's an opportunity

NOTE Confidence: 0.9345483

00:46:28.114 --> 00:46:29.316 for us to connect. Right.

NOTE Confidence: 0.9345483

00:46:29.316 --> 00:46:30.922 I I share that opinion, right.

NOTE Confidence: 0.9345483

00:46:30.922 --> 00:46:32.010 Then I can share,

NOTE Confidence: 0.9345483

00:46:32.010 --> 00:46:33.366 go back to that connection piece,

NOTE Confidence: 0.9345483

00:46:33.370 --> 00:46:34.626 right where I can say, you know,

NOTE Confidence: 0.9345483

00:46:34.626 --> 00:46:36.502 as a hospitalist who sees the stressfulness

NOTE Confidence: 0.9345483

00:46:36.502 --> 00:46:38.158 of this for families, I agree.

NOTE Confidence: 0.9345483

00:46:38.158 --> 00:46:40.030 It's lousy to admit a kid for failure

NOTE Confidence: 0.9345483

00:46:40.087 --> 00:46:41.879 to thrive to the hospital when I feel

NOTE Confidence: 0.9345483

00:46:41.879 --> 00:46:43.810 like I can't do very much for them.

NOTE Confidence: 0.9345483

00:46:43.810 --> 00:46:46.304 Sometimes we exist in this reality, right.

NOTE Confidence: 0.9345483

00:46:46.304 --> 00:46:47.592 And so you're able to sort of

NOTE Confidence: 0.9345483

00:46:47.592 --> 00:46:48.840 offer that connection, right.

NOTE Confidence: 0.9345483

00:46:48.840 --> 00:46:51.216 So there's don't be afraid of

NOTE Confidence: 0.9345483

00:46:51.216 --> 00:46:52.720 asking them this question.

NOTE Confidence: 0.9345483

00:46:52.720 --> 00:46:55.078 Nothing bad can happen from it.

NOTE Confidence: 0.9345483

00:46:55.080 --> 00:46:57.138 Either they learn or we learn that

NOTE Confidence: 0.9345483

00:46:57.138 --> 00:46:59.081 they didn't need to learn that

NOTE Confidence: 0.9345483

00:46:59.081 --> 00:47:00.417 particular piece of information

NOTE Confidence: 0.9345483

00:47:00.417 --> 00:47:02.520 and both are incredibly useful.

NOTE Confidence: 0.9345483

00:47:02.520 --> 00:47:04.104 So we're going to go and break out rooms

NOTE Confidence: 0.9345483

00:47:04.104 --> 00:47:05.598 one more time for five more minutes.

NOTE Confidence: 0.9345483

00:47:05.600 --> 00:47:06.944 I'm going to stop my share for

NOTE Confidence: 0.9345483

00:47:06.944 --> 00:47:08.234 a second because I'm going to

NOTE Confidence: 0.9345483

00:47:08.234 --> 00:47:09.354 reshare with my breakout rooms,

NOTE Confidence: 0.9345483

00:47:09.360 --> 00:47:10.600 being allowed to share,

NOTE Confidence: 0.9312439

00:47:13.080 --> 00:47:14.792 share the breakout rooms.

NOTE Confidence: 0.9312439

00:47:14.792 --> 00:47:18.024 And you guys are going to go into a

NOTE Confidence: 0.9312439

00:47:18.024 --> 00:47:20.493 breakout room and pick one of these

NOTE Confidence: 0.9312439

00:47:20.493 --> 00:47:22.839 cases that you want to practice.

NOTE Confidence: 0.9312439

00:47:22.840 --> 00:47:25.395 So be a learner, Be an educator.

NOTE Confidence: 0.9312439

00:47:25.400 --> 00:47:27.440 Ractice the the oneminute preceptor.

NOTE Confidence: 0.8853069

00:50:17.200 --> 00:50:18.118 I'm going to close the rooms.

NOTE Confidence: 0.8853069

00:50:18.120 --> 00:50:19.800 OK, Karina, but I have it here, so,

NOTE Confidence: 0.83571243

00:51:28.160 --> 00:51:32.848 OK oh, look, we've got a baby guest.

NOTE Confidence: 0.83571243

00:51:32.850 --> 00:51:34.695 So I think so I hope you guys got

NOTE Confidence: 0.83571243

00:51:34.695 --> 00:51:36.846 a chance to sort of practice that.

NOTE Confidence: 0.83571243

00:51:36.850 --> 00:51:38.810 I find a lot of people want to jump into,

NOTE Confidence: 0.83571243

00:51:38.810 --> 00:51:40.430 like asking more questions and

NOTE Confidence: 0.83571243

00:51:40.430 --> 00:51:41.726 doing more didactic learning.

NOTE Confidence: 0.83571243

00:51:41.730 --> 00:51:43.008 And when you use the strategy,

NOTE Confidence: 0.83571243

00:51:43.010 --> 00:51:44.949 it's important that you stick to what

NOTE Confidence: 0.83571243

00:51:44.949 --> 00:51:47.663 do you want to do and why and then teach

NOTE Confidence: 0.83571243

00:51:47.663 --> 00:51:49.425 from that moment, very limited, right.

NOTE Confidence: 0.83571243

00:51:49.425 --> 00:51:52.360 And it's meant to be something you can do

NOTE Confidence: 0.83571243

00:51:52.360 --> 00:51:54.728 in all sorts of busy and busy environments.

NOTE Confidence: 0.83571243

00:51:54.730 --> 00:51:57.790 So I will, I will wrap up today with

NOTE Confidence: 0.83571243

00:51:57.790 --> 00:52:00.702 just a few important takeaways, right.

NOTE Confidence: 0.83571243

00:52:00.702 --> 00:52:03.026 So, one, I think we know this,

NOTE Confidence: 0.83571243

00:52:03.030 --> 00:52:05.186 but I think sometimes we forget this.

NOTE Confidence: 0.83571243

00:52:05.190 --> 00:52:08.515 Learning to be a doctor is an

NOTE Confidence: 0.83571243

00:52:08.515 --> 00:52:10.861 incredibly complex task that

NOTE Confidence: 0.83571243

00:52:10.861 --> 00:52:13.348 requires tremendous scaffolding,

NOTE Confidence: 0.83571243

00:52:13.350 --> 00:52:16.046 and the idea that we're going to teach

NOTE Confidence: 0.83571243

00:52:16.046 --> 00:52:19.245 people to do it by just harping on

NOTE Confidence: 0.83571243

00:52:19.245 --> 00:52:21.510 knowledge is really fundamentally unsound.

NOTE Confidence: 0.83571243

00:52:21.510 --> 00:52:23.813 I also want to to really impress

NOTE Confidence: 0.83571243

00:52:23.813 --> 00:52:27.091 upon you guys that adults are not

NOTE Confidence: 0.83571243

00:52:27.091 --> 00:52:28.750 inherently selfmotivated learners.

NOTE Confidence: 0.83571243

00:52:28.750 --> 00:52:31.086 They're not inherently selfdetermined.

NOTE Confidence: 0.83571243

00:52:31.086 --> 00:52:34.006 We build selfdetermined learners by

NOTE Confidence: 0.83571243

00:52:34.006 --> 00:52:36.697 creating environments that allow for

NOTE Confidence: 0.83571243

00:52:36.697 --> 00:52:39.232 that connection for like recognized

NOTE Confidence: 0.83571243

00:52:39.232 --> 00:52:41.473 improved competence and for autonomy

NOTE Confidence: 0.83571243

00:52:41.473 --> 00:52:44.302 in in certain settings that are safe,

NOTE Confidence: 0.83571243

00:52:44.302 --> 00:52:44.634 right.

NOTE Confidence: 0.83571243

00:52:44.634 --> 00:52:47.290 And those are all crucial towards the clip,

NOTE Confidence: 0.83571243

00:52:47.290 --> 00:52:49.665 towards developing a healthy and

NOTE Confidence: 0.83571243

00:52:49.665 --> 00:52:51.565 happy clinical learning environment.

NOTE Confidence: 0.83571243

00:52:51.570 --> 00:52:53.610 And when you do this right and you

NOTE Confidence: 0.83571243

00:52:53.610 --> 00:52:54.490 do this well,

NOTE Confidence: 0.83571243

00:52:54.490 --> 00:52:57.434 I assure you that you can give residents

NOTE Confidence: 0.83571243

00:52:57.434 --> 00:52:59.488 and students a lot of feedback.

NOTE Confidence: 0.83571243

00:52:59.490 --> 00:53:01.602 You can tell them all sorts of things

NOTE Confidence: 0.83571243

00:53:01.602 --> 00:53:03.690 that you want them to do better

NOTE Confidence: 0.83571243

00:53:03.690 --> 00:53:05.554 because they believe you that you

NOTE Confidence: 0.83571243

00:53:05.554 --> 00:53:07.546 are in fact invested in helping

NOTE Confidence: 0.83571243

00:53:07.546 --> 00:53:10.008 them be self actualized learners.

NOTE Confidence: 0.83571243

00:53:10.010 --> 00:53:11.921 When you've done these things to sort

NOTE Confidence: 0.83571243

00:53:11.921 --> 00:53:13.812 of lay the groundwork to demonstrate

NOTE Confidence: 0.83571243

00:53:13.812 --> 00:53:16.670 that you were in fact invested in them

NOTE Confidence: 0.83571243

00:53:16.670 --> 00:53:18.446 becoming self actualized learners.

NOTE Confidence: 0.83571243

00:53:18.450 --> 00:53:20.921 This is my daughter becoming a self

NOTE Confidence: 0.83571243

00:53:20.921 --> 00:53:22.808 actualized learner in Harry Potter

NOTE Confidence: 0.83571243

00:53:22.808 --> 00:53:24.723 world where these little magic

NOTE Confidence: 0.83571243

00:53:24.723 --> 00:53:26.768 wands are actually way harder to

NOTE Confidence: 0.83571243

00:53:26.768 --> 00:53:28.418 to to work than you think.

NOTE Confidence: 0.83571243

00:53:28.420 --> 00:53:28.704 Right.

NOTE Confidence: 0.83571243

00:53:28.704 --> 00:53:30.976 And she's up there like trying to make

NOTE Confidence: 0.83571243

00:53:30.976 --> 00:53:33.108 this stupid umbrella rain and you know,

NOTE Confidence: 0.83571243

00:53:33.108 --> 00:53:34.620 but she she wanted to do this.

NOTE Confidence: 0.83571243

00:53:34.620 --> 00:53:36.540 She was surrounded by other kids,

NOTE Confidence: 0.83571243

00:53:36.540 --> 00:53:38.178 you know, she felt that connection.

NOTE Confidence: 0.83571243

00:53:38.180 --> 00:53:40.500 She got better at as time went on.

NOTE Confidence: 0.83571243

00:53:40.500 --> 00:53:40.677 Right.

NOTE Confidence: 0.83571243

00:53:40.677 --> 00:53:41.916 And I let her pick which one

NOTE Confidence: 0.83571243

00:53:41.916 --> 00:53:42.738 she wanted to do next.

NOTE Confidence: 0.83571243

00:53:42.740 --> 00:53:44.952 It was a great three hour activity

NOTE Confidence: 0.83571243

00:53:44.952 --> 00:53:47.204 that only cost me $55 per wand.

NOTE Confidence: 0.83571243

00:53:47.204 --> 00:53:49.412 We'll talk about that another day.

NOTE Confidence: 0.83571243

00:53:49.420 --> 00:53:50.740 But it was it, you know,

NOTE Confidence: 0.83571243

00:53:50.740 --> 00:53:53.164 I think that that mentality that can exist

NOTE Confidence: 0.83571243

00:53:53.164 --> 00:53:55.700 in the clinical learning environment,

NOTE Confidence: 0.83571243

00:53:55.700 --> 00:53:57.821 it can kid residents can be like

NOTE Confidence: 0.83571243

00:53:57.821 --> 00:53:59.660 kids at Harry Potter World,

NOTE Confidence: 0.83571243

00:53:59.660 --> 00:54:01.268 but you have to build the

NOTE Confidence: 0.83571243

00:54:01.268 --> 00:54:02.340 right setting for them.

NOTE Confidence: 0.83571243

00:54:02.340 --> 00:54:04.500 And so I know we're running low on time,

NOTE Confidence: 0.83571243

00:54:04.500 --> 00:54:06.852 but I will end by asking

NOTE Confidence: 0.83571243

00:54:06.852 --> 00:54:08.420 if anybody has questions,

NOTE Confidence: 0.83571243

00:54:08.420 --> 00:54:10.340 thoughts they'd like to share.

NOTE Confidence: 0.83571243

00:54:10.340 --> 00:54:12.660 I'm open to be taken in the jaws.

NOTE Confidence: 0.83571243

00:54:12.660 --> 00:54:14.295 And if anyone has something

NOTE Confidence: 0.83571243

00:54:14.295 --> 00:54:16.377 negative but wants to pretend to

NOTE Confidence: 0.83571243

00:54:16.377 --> 00:54:17.538 radiate positive energy,

NOTE Confidence: 0.83571243

00:54:17.540 --> 00:54:19.857 my six year old's here for it.

NOTE Confidence: 0.93195444

00:54:19.860 --> 00:54:21.932 So any questions or comments that people

NOTE Confidence: 0.93195444

00:54:21.932 --> 00:54:24.297 want to share in our last minute or two,

NOTE Confidence: 0.92908597

00:54:28.560 --> 00:54:31.439 Rachel, how do you pick just one thing

NOTE Confidence: 0.92908597

00:54:31.440 --> 00:54:33.760 to focus on for one minute preceptor like

NOTE Confidence: 0.92908597

00:54:33.800 --> 00:54:35.582 you're going to learn something new

NOTE Confidence: 0.92908597

00:54:35.582 --> 00:54:37.508 the next time, right? And so remember,

NOTE Confidence: 0.92908597

00:54:37.508 --> 00:54:39.560 if you do it for every patient,

NOTE Confidence: 0.92908597

00:54:39.560 --> 00:54:41.275 then you'd pick something different, right?

NOTE Confidence: 0.92908597

00:54:41.275 --> 00:54:43.112 So in bronchiolitis, I try to vary, right?

NOTE Confidence: 0.92908597

00:54:43.112 --> 00:54:44.264 What do you want to do

NOTE Confidence: 0.92908597

00:54:44.264 --> 00:54:45.359 with their high flow today?

NOTE Confidence: 0.92908597

00:54:45.360 --> 00:54:47.060 You want to give that one albuterol, right?

NOTE Confidence: 0.92908597

00:54:47.060 --> 00:54:49.160 And so you can sort of pick

NOTE Confidence: 0.92908597

00:54:49.160 --> 00:54:50.612 different questions or if it's a

NOTE Confidence: 0.92908597

00:54:50.612 --> 00:54:51.677 really interesting and complex kid,

NOTE Confidence: 0.92908597

00:54:51.680 --> 00:54:53.220 you can ask different learners

NOTE Confidence: 0.92908597

00:54:53.220 --> 00:54:53.836 different questions.

NOTE Confidence: 0.92908597

00:54:53.840 --> 00:54:55.200 So you can say what do you want

NOTE Confidence: 0.92908597

00:54:55.200 --> 00:54:56.524 to do next diagnostically what

NOTE Confidence: 0.92908597

00:54:56.524 --> 00:54:58.079 antibiotics you want to give.

NOTE Confidence: 0.92908597

00:54:58.080 --> 00:55:00.312 And so you can sort of walk around the

NOTE Confidence: 0.92908597

00:55:00.312 --> 00:55:02.475 room that way and that can be a way to do it.

NOTE Confidence: 0.92908597

00:55:02.480 --> 00:55:03.938 But just realize this isn't the

NOTE Confidence: 0.92908597

00:55:03.938 --> 00:55:05.419 last time they're going to learn

NOTE Confidence: 0.92908597

00:55:05.419 --> 00:55:06.559 about whatever topic it is.

NOTE Confidence: 0.92908597

00:55:06.560 --> 00:55:08.396 So why pick whatever I want to talk about,

NOTE Confidence: 0.92908597

00:55:08.400 --> 00:55:10.400 which is you guys can tell is quite a lot.

NOTE Confidence: 0.92908597

00:55:10.400 --> 00:55:10.880 So

NOTE Confidence: 0.9268238

00:55:18.530 --> 00:55:21.098 okay. Thank you, Rachel,

NOTE Confidence: 0.9251263

00:55:21.180 --> 00:55:23.868 so much. Really, this was a great

NOTE Confidence: 0.9251263

00:55:23.868 --> 00:55:26.800 kickoff and so appreciate you sharing

NOTE Confidence: 0.9251263

00:55:26.800 --> 00:55:30.380 your experience as well as you know,

NOTE Confidence: 0.9251263

00:55:30.380 --> 00:55:32.420 certainly the expertise that you have.

NOTE Confidence: 0.9251263

00:55:34.260 --> 00:55:36.140 All right, thanks guys. Take care, everyone.

NOTE Confidence: 0.9251263

00:55:37.500 --> 00:55:39.999 Great. Thank you.