WEBVTT

NOTE duration:"00:43:38"

NOTE recognizability:0.932

NOTE language:en-us

NOTE Confidence: 0.9323549

00:00:00.000 --> 00:00:01.320 The slides, right. So

NOTE Confidence: 0.9323549

00:00:02.840 --> 00:00:04.600 yes, I'll run the sides. OK,

NOTE Confidence: 0.9323549

00:00:05.920 --> 00:00:07.492 With Vinny and Chada and everyone,

NOTE Confidence: 0.9323549

00:00:07.492 --> 00:00:09.398 I'm going to record it because there

NOTE Confidence: 0.9323549

00:00:09.398 --> 00:00:11.400 are some people who wanted. OK.

NOTE Confidence: 0.9323549

00:00:12.120 --> 00:00:13.120 OK. That sounds great.

NOTE Confidence: 0.9323549

00:00:13.480 --> 00:00:16.693 Sounds good. OK. So welcome, everyone.

NOTE Confidence: 0.9323549

00:00:16.693 --> 00:00:18.717 Thanks for your time and taking the time

NOTE Confidence: 0.9323549

00:00:18.717 --> 00:00:20.519 out to to attend this session today.

NOTE Confidence: 0.9323549

00:00:20.520 --> 00:00:22.460 Like Shona had indicated,

NOTE Confidence: 0.9323549

00:00:22.460 --> 00:00:25.939 there's a great opportunity for us to

NOTE Confidence: 0.9323549

00:00:25.939 --> 00:00:29.080 constantly modify this talk to try to reach,

NOTE Confidence: 0.9323549

00:00:29.080 --> 00:00:30.640 you know, outstanding educators

NOTE Confidence: 0.9323549

1

00:00:30.640 --> 00:00:33.040 like yourselves who are committed

00:00:33.040 --> 00:00:35.869 to to training our our students and

00:00:35.869 --> 00:00:40.040 and and residents and and fellows.

00:00:40.040 --> 00:00:42.098 So learning climate is really one

00:00:42.098 --> 00:00:44.779 of the the most important and first

00:00:44.779 --> 00:00:46.844 steps in an educational process

00:00:46.844 --> 00:00:49.280 and the venue that we work in.

00:00:49.280 --> 00:00:51.116 And I I think if you leave with nothing

00:00:51.116 --> 00:00:53.035 else to remember the title of this slide,

00:00:53.040 --> 00:00:55.776 that learning climate changes the world,

00:00:55.780 --> 00:00:57.892 that enhancing learning effectiveness

00:00:57.892 --> 00:01:01.060 impacts all of us as individuals,

00:01:01.060 --> 00:01:03.448 as systems that we work in

00:01:03.448 --> 00:01:06.220 and the future of our society.

00:01:06.220 --> 00:01:08.621 This has been talked about and written

00:01:08.621 --> 00:01:10.822 about in medicine for many decades

NOTE Confidence: 0.9323549

00:01:10.822 --> 00:01:12.662 and there was really foundational

NOTE Confidence: 0.9323549

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

NOTE Confidence: 0.9323549

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

NOTE Confidence: 0.9323549

00:01:17.281 --> 00:01:19.731 in a couple of other slides out

NOTE Confidence: 0.9323549

00:01:19.731 --> 00:01:21.386 of Stanford University where they

NOTE Confidence: 0.9323549

00:01:21.386 --> 00:01:23.585 describe this kind of seven component

NOTE Confidence: 0.9323549

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

NOTE Confidence: 0.9323549

00:01:25.240 --> 00:01:27.880 particularly adult learning in in medicine.

NOTE Confidence: 0.9323549

00:01:27.880 --> 00:01:29.990 And it starts with establishing

NOTE Confidence: 0.9323549

00:01:29.990 --> 00:01:31.678 a positive learning climate.

NOTE Confidence: 0.9323549

00:01:31.680 --> 00:01:34.690 This will allow you as the instructor

NOTE Confidence: 0.9323549

00:01:34.690 --> 00:01:37.479 to control the teaching session,

NOTE Confidence: 0.9323549

00:01:37.480 --> 00:01:39.330 to communicate the goals of

NOTE Confidence: 0.9323549

00:01:39.330 --> 00:01:40.440 the educational session,

NOTE Confidence: 0.9323549

00:01:40.440 --> 00:01:44.958 to understand and retain the information,

NOTE Confidence: 0.9323549

00:01:44.960 --> 00:01:47.080 to provide and receive evaluation

NOTE Confidence: 0.9323549

00:01:47.080 --> 00:01:49.200 and feedback and to promote

NOTE Confidence: 0.9323549

00:01:49.278 --> 00:01:50.880 self-directed learning.

NOTE Confidence: 0.9323549

00:01:50.880 --> 00:01:53.012 All of which are pillars of

NOTE Confidence: 0.9323549

00:01:53.012 --> 00:01:55.272 maintaining the content of the

NOTE Confidence: 0.9323549

00:01:55.272 --> 00:01:58.478 learning session on a long term basis.

NOTE Confidence: 0.9323549

00:01:58.480 --> 00:01:59.080 Next slide.

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

00:02:04.640 --> 00:02:05.570 they really, they really one

NOTE Confidence: 0.9263946

00:02:05.570 --> 00:02:06.314 of the best definitions,

NOTE Confidence: 0.9263946

00:02:06.320 --> 00:02:08.320 just the prevailing conditions within

NOTE Confidence: 0.9263946

00:02:08.320 --> 00:02:10.442 an educational setting that promote

NOTE Confidence: 0.9263946

00:02:10.442 --> 00:02:12.286 knowledge or skills acquisition.

NOTE Confidence: 0.9263946

00:02:12.290 --> 00:02:14.564 And this reflects the tone or

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

00:02:16.905 --> 00:02:19.458 environment wherever you're doing it.

NOTE Confidence: 0.9263946

00:02:19.458 --> 00:02:22.170 It reflects a degree of enthusiasm

NOTE Confidence: 0.9263946

00:02:22.246 --> 00:02:24.126 and comfort for the topic

NOTE Confidence: 0.9263946

00:02:24.130 --> 00:02:25.658 that you're instructing on.

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

00:02:28.021 --> 00:02:30.156 the teachers, their enthusiasm,

NOTE Confidence: 0.9263946

00:02:30.156 --> 00:02:32.768 the learners, the setting,

NOTE Confidence: 0.9263946

00:02:32.770 --> 00:02:34.334 and really the interconnectedness

NOTE Confidence: 0.9263946

00:02:34.334 --> 00:02:36.289 and interdependence among the group.

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

00:02:42.090 --> 00:02:44.154 do trainees want to be in

NOTE Confidence: 0.9263946

00:02:44.154 --> 00:02:45.530 this environment as learners?

NOTE Confidence: 0.9263946

00:02:45.530 --> 00:02:46.685 If the answer to that is yes,

NOTE Confidence: 0.9263946

00:02:46.690 --> 00:02:47.926 then you're doing a good job.

NOTE Confidence: 0.9263946

00:02:47.930 --> 00:02:49.046 And if it's not,

NOTE Confidence: 0.9263946

00:02:49.046 --> 00:02:50.441 then there are things that

NOTE Confidence: 0.9263946

00:02:50.441 --> 00:02:51.648 need to be modified.

NOTE Confidence: 0.9263946

00:02:51.650 --> 00:02:54.044 That's often a question we always

NOTE Confidence: 0.9263946

00:02:54.044 --> 00:02:56.569 need to ask ourselves whenever we're

NOTE Confidence: 0.9263946

00:02:56.569 --> 00:02:59.125 teaching in any form or setting.

NOTE Confidence: 0.9263946

00:02:59.130 --> 00:03:00.730 Next slide.

NOTE Confidence: 0.9263946

00:03:00.730 --> 00:03:03.173 So why do you care as a

NOTE Confidence: 0.9263946

00:03:03.173 --> 00:03:05.119 medical educator in any field?

NOTE Confidence: 0.9263946

00:03:05.120 --> 00:03:06.034 Well, again,

NOTE Confidence: 0.9263946

00:03:06.034 --> 00:03:09.233 a good learning climate as many impacts.

NOTE Confidence: 0.9263946

00:03:09.240 --> 00:03:09.633 First,

NOTE Confidence: 0.9263946

00:03:09.633 --> 00:03:11.205 it influences your effectiveness

NOTE Confidence: 0.9263946

00:03:11.205 --> 00:03:14.088 as a as a teacher and encourages

NOTE Confidence: 0.9263946

00:03:14.088 --> 00:03:15.772 participation among the learners

NOTE Confidence: 0.9263946

00:03:15.772 --> 00:03:18.080 in the in the session.

NOTE Confidence: 0.9263946

00:03:18.080 --> 00:03:20.084 It will affect the wellbeing of

NOTE Confidence: 0.9263946

00:03:20.084 --> 00:03:21.866 the residents and the students

NOTE Confidence: 0.9263946

00:03:21.866 --> 00:03:23.756 or fellows in your session.

NOTE Confidence: 0.9263946

00:03:23.760 --> 00:03:27.510 It increases patient safety as a

NOTE Confidence: 0.9263946

00:03:27.510 --> 00:03:29.780 byproduct of improving knowledge of

NOTE Confidence: 0.9263946

00:03:29.780 --> 00:03:32.160 the people that you're trying to train.

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

00:03:33.186 --> 00:03:34.896 it affects your own evaluations

NOTE Confidence: 0.9263946

00:03:34.896 --> 00:03:36.724 that are used for promotion

NOTE Confidence: 0.9263946

00:03:36.724 --> 00:03:38.524 purposes no matter what track

NOTE Confidence: 0.9263946

00:03:38.524 --> 00:03:40.560 you're in on the Yale faculty,

NOTE Confidence: 0.9263946

00:03:40.560 --> 00:03:43.140 your teaching evaluations are measured

NOTE Confidence: 0.9263946

00:03:43.140 --> 00:03:47.120 and are used and are accountable for

NOTE Confidence: 0.9263946

00:03:47.120 --> 00:03:50.198 when you get identified for promotion.

NOTE Confidence: 0.9263946

00:03:50.200 --> 00:03:52.258 And the skills as a medical educator

NOTE Confidence: 0.9263946

00:03:52.258 --> 00:03:53.954 in in creating learning climate

NOTE Confidence: 0.9263946

00:03:53.954 --> 00:03:56.204 can really be extracted to many

NOTE Confidence: 0.9263946

00:03:56.204 --> 00:03:58.000 situations where leadership skills

NOTE Confidence: 0.9263946

00:03:58.000 --> 00:04:00.610 are needed in the inpatient setting

NOTE Confidence: 0.9263946

00:04:00.610 --> 00:04:02.350 and ambitory bedside education,

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

00:04:05.008 --> 00:04:07.324 and mentoring junior faculty or

NOTE Confidence: 0.9263946

00:04:07.324 --> 00:04:09.275 colleagues and developing programs.

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

00:04:13.295 --> 00:04:16.543 educational leader to make this safe space.

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9263946

00:04:17.438 --> 00:04:19.510 people have said that the best leaders

NOTE Confidence: 0.9263946

00:04:19.575 --> 00:04:21.623 are the ones who make you feel safe.

NOTE Confidence: 0.9263946

00:04:21.630 --> 00:04:23.490 And this is a situation where

NOTE Confidence: 0.9263946

00:04:23.490 --> 00:04:25.110 you can actually do that.

NOTE Confidence: 0.9263946

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

NOTE Confidence: 0.9339603

00:04:28.360 --> 00:04:30.016 So the important thing to remember

NOTE Confidence: 0.9339603

00:04:30.016 --> 00:04:31.792 is that the learning climate does

NOTE Confidence: 0.9339603

00:04:31.792 --> 00:04:33.640 affect your perception as a faculty.

NOTE Confidence: 0.9339603

00:04:33.640 --> 00:04:35.920 And this actually has been studied

NOTE Confidence: 0.9339603

00:04:35.920 --> 00:04:38.678 and was published many years ago and

NOTE Confidence: 0.9339603

00:04:38.678 --> 00:04:41.731 still holds true that a positive role

NOTE Confidence: 0.9339603

00:04:41.731 --> 00:04:44.616 models as faculty in teaching have

NOTE Confidence: 0.9339603

00:04:44.616 --> 00:04:47.752 several traits that seem to be shared.

NOTE Confidence: 0.9339603

00:04:47.760 --> 00:04:49.344 One is they spend a significant

NOTE Confidence: 0.9339603

00:04:49.344 --> 00:04:50.987 amount of time with the team

NOTE Confidence: 0.9339603

00:04:50.987 --> 00:04:52.317 that they are working with.

NOTE Confidence: 0.9339603

00:04:52.320 --> 00:04:54.160 Particularly in a clinical environment,

NOTE Confidence: 0.9339603

00:04:54.160 --> 00:04:57.206 more than 25 hours per week was found

NOTE Confidence: 0.9339603

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

NOTE Confidence: 0.9339603

00:04:59.700 --> 00:05:01.860 model perception of that faculty member.

NOTE Confidence: 0.9339603

00:05:01.860 --> 00:05:04.460 Second is that the leader,

NOTE Confidence: 0.9339603

00:05:04.460 --> 00:05:07.160 the faculty leader shares their professional

NOTE Confidence: 0.9339603

00:05:07.160 --> 00:05:08.996 life experiences with that team.

NOTE Confidence: 0.9339603

00:05:08.996 --> 00:05:11.180 That puts people on an even playing

NOTE Confidence: 0.9339603

00:05:11.248 --> 00:05:13.698 field at kind of an interpersonal level.

NOTE Confidence: 0.9339603

00:05:13.700 --> 00:05:15.488 That always improves effectiveness

NOTE Confidence: 0.9339603

00:05:15.488 --> 00:05:17.723 of communication of whatever it

NOTE Confidence: 0.9339603

00:05:17.723 --> 00:05:20.058 is that you're trying to teach.

NOTE Confidence: 0.9339603

00:05:20.060 --> 00:05:21.705 The individual who is successful

NOTE Confidence: 0.9339603

00:05:21.705 --> 00:05:23.900 often has formal training in teaching,

NOTE Confidence: 0.9339603

00:05:23.900 --> 00:05:25.965 and that's again one of the purposes

NOTE Confidence: 0.9339603

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

NOTE Confidence: 0.9339603

00:05:27.988 --> 00:05:29.716 They emphasize interactions

NOTE Confidence: 0.9339603

00:05:29.716 --> 00:05:32.020 between patients and physicians,

NOTE Confidence: 0.9339603

00:05:32.020 --> 00:05:35.300 particularly in the bedside environment,

NOTE Confidence: 0.9339603

00:05:35.300 --> 00:05:36.944 and they emphasize psychosocial

NOTE Confidence: 0.9339603

00:05:36.944 --> 00:05:38.177 aspects of medicine.

NOTE Confidence: 0.9339603

00:05:38.180 --> 00:05:40.837 The patient has an entire entity,

NOTE Confidence: 0.9339603

00:05:40.837 --> 00:05:43.122 not just a group of

NOTE Confidence: 0.9339603

00:05:43.122 --> 00:05:44.220 physiological abnormalities,

NOTE Confidence: 0.9339603

00:05:44.220 --> 00:05:47.420 and then providing specific feedback,

NOTE Confidence: 0.9339603

00:05:47.420 --> 00:05:49.940 both formative and summative feedback.

NOTE Confidence: 0.9339603

00:05:49.940 --> 00:05:52.058 These are all kind of standard

NOTE Confidence: 0.9339603

00:05:52.058 --> 00:05:53.766 criteria that were established at

NOTE Confidence: 0.9339603

00:05:53.766 --> 00:05:57.110 that time and still hold true today.

NOTE Confidence: 0.9339603

00:05:57.110 --> 00:05:59.504 And it's probably not new to most of you.

NOTE Confidence: 0.9339603

00:05:59.510 --> 00:06:00.074 But interestingly,

NOTE Confidence: 0.9339603

00:06:00.074 --> 00:06:02.330 what they found in this one study is

NOTE Confidence: 0.9339603

00:06:02.382 --> 00:06:04.139 that less than half of the faculty

NOTE Confidence: 0.9339603

00:06:04.139 --> 00:06:05.514 were viewed as excellent role

NOTE Confidence: 0.9339603

00:06:05.514 --> 00:06:07.502 models to have all of these traits,

NOTE Confidence: 0.9339603

00:06:07.510 --> 00:06:09.946 and that faculty may be unaware

NOTE Confidence: 0.9339603

00:06:09.950 --> 00:06:11.588 of behaviors that they have and

NOTE Confidence: 0.9339603

00:06:11.588 --> 00:06:13.476 that they can improve their skills

NOTE Confidence: 0.9339603

00:06:13.476 --> 00:06:14.589 by faculty development.

NOTE Confidence: 0.9339603

00:06:14.590 --> 00:06:18.146 This is something that can be learned.

NOTE Confidence: 0.9339603

00:06:18.150 --> 00:06:20.380 Next slide.

NOTE Confidence: 0.9339603

00:06:20.380 --> 00:06:20.520 Great.

NOTE Confidence: 0.9339603

00:06:20.520 --> 00:06:22.118 So I'll turn back over to Shauna

NOTE Confidence: 0.9339603

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

NOTE Confidence: 0.9339603

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

NOTE Confidence: 0.92863953

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

NOTE Confidence: 0.92863953

00:06:27.545 --> 00:06:30.785 So Vinny has laid out the case for

NOTE Confidence: 0.92863953

00:06:30.785 --> 00:06:34.256 why learning climate is so important.

NOTE Confidence: 0.92863953

00:06:34.260 --> 00:06:36.654 And as he mentioned, these are really

NOTE Confidence: 0.92863953

00:06:36.654 --> 00:06:39.697 a set of skills that you can learn.

NOTE Confidence: 0.92863953

00:06:39.700 --> 00:06:41.716 So what does a good learning

NOTE Confidence: 0.92863953

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

NOTE Confidence: 0.92863953

00:06:43.060 --> 00:06:45.020 Well, we can certainly contrast it to what

NOTE Confidence: 0.92863953

00:06:45.020 --> 00:06:47.210 a poor learning climate might look like.

NOTE Confidence: 0.92863953

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

NOTE Confidence: 0.92863953

00:06:48.850 --> 00:06:50.796 of us have experienced this and

NOTE Confidence: 0.92863953

00:06:50.796 --> 00:06:52.525 just as we're about to get hit,

NOTE Confidence: 0.92863953

00:06:52.530 --> 00:06:54.810 I think by Tropical Storm Ophelia,

NOTE Confidence: 0.92863953

00:06:54.810 --> 00:06:57.132 I think they've named it this weekend.

NOTE Confidence: 0.92863953

00:06:57.132 --> 00:07:00.675 You know, we can relate to how how that

NOTE Confidence: 0.92863953

00:07:00.675 --> 00:07:03.524 can feel out of control and chaotic.

NOTE Confidence: 0.92863953

00:07:03.530 --> 00:07:04.344 And unfortunately,

NOTE Confidence: 0.92863953

00:07:04.344 --> 00:07:06.379 poor learning comments can also

NOTE Confidence: 0.92863953

00:07:06.379 --> 00:07:08.409 feel hostile to to learners.

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:07:13.440 --> 00:07:15.820 as educators is to think about what

NOTE Confidence: 0.93823063

13

00:07:15.820 --> 00:07:17.259 they're interested in teaching.

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:07:19.205 --> 00:07:21.150 a poor learning climate and

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:07:23.140 --> 00:07:24.415 not being interested in what

NOTE Confidence: 0.93823063

00:07:24.415 --> 00:07:25.690 you're teaching about or not

NOTE Confidence: 0.93823063

00:07:25.737 --> 00:07:27.255 teaching it in an interesting way.

NOTE Confidence: 0.93823063

00:07:27.260 --> 00:07:29.528 All of these things can contribute to

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:07:31.764 --> 00:07:34.899 moving to a sunny blue sky place for a good.

NOTE Confidence: 0.93823063

00:07:34.900 --> 00:07:37.018 Learning climate is essentially the opposite.

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:07:38.964 --> 00:07:41.480 climate or that it would it's friendly,

NOTE Confidence: 0.93823063

00:07:41.480 --> 00:07:42.506 organized and structured,

NOTE Confidence: 0.93823063

00:07:42.506 --> 00:07:45.322 the focus on what is on what the

NOTE Confidence: 0.93823063

00:07:45.322 --> 00:07:47.315 learner needs and the educators

NOTE Confidence: 0.93823063

00:07:47.315 --> 00:07:49.440 are engaging in their teaching.

NOTE Confidence: 0.93823063

00:07:49.440 --> 00:07:53.234 So how do you actually accomplish these?

NOTE Confidence: 0.93823063

00:07:53.240 --> 00:07:54.985 So luckily these are behaviors

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:07:57.200 --> 00:07:59.120 you can think about how to

NOTE Confidence: 0.93823063

00:07:59.120 --> 00:08:00.400 implement some of them.

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:08:02.200 --> 00:08:04.070 that seems pretty straightforward forward,

NOTE Confidence: 0.93823063

00:08:04.070 --> 00:08:05.530 but knowing and using your

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:08:07.550 --> 00:08:08.852 obviously you're going to be all of

NOTE Confidence: 0.93823063

00:08:08.852 --> 00:08:10.389 you teach in many different settings.

NOTE Confidence: 0.93823063

00:08:10.390 --> 00:08:12.154 I'm sure there might be situations

NOTE Confidence: 0.93823063

00:08:12.154 --> 00:08:14.228 like this where it's harder to to

NOTE Confidence: 0.93823063

00:08:14.228 --> 00:08:15.902 know and use your learner's names,

NOTE Confidence: 0.93823063

00:08:15.910 --> 00:08:17.775 but certainly on your teams

NOTE Confidence: 0.93823063

00:08:17.775 --> 00:08:19.267 that you're working with.

NOTE Confidence: 0.93823063

00:08:19.270 --> 00:08:22.086 Learn your who your learners are and

NOTE Confidence: 0.93823063

00:08:22.086 --> 00:08:24.134 write their names down if you have trouble

NOTE Confidence: 0.93823063

00:08:24.134 --> 00:08:25.547 remembering them or pronouncing them.

NOTE Confidence: 0.93823063

00:08:25.550 --> 00:08:27.360 And and use their names.

NOTE Confidence: 0.93823063

00:08:27.360 --> 00:08:30.195 Use your body language to convey openness.

NOTE Confidence: 0.93823063

00:08:30.200 --> 00:08:33.032 All those skills that we've learned to use

NOTE Confidence: 0.93823063

00:08:33.032 --> 00:08:35.784 with our patients such as eye contact,

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:08:37.504 --> 00:08:39.552 encouraging your learners when

NOTE Confidence: 0.93823063

00:08:39.552 --> 00:08:41.600 they're speaking to you,

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:08:42.960 --> 00:08:46.278 really helpful to be a friendly atmosphere.

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:08:49.480 --> 00:08:49.847 However,

NOTE Confidence: 0.93823063

00:08:49.847 --> 00:08:52.049 I think especially as someone personally

NOTE Confidence: 0.93823063

00:08:52.049 --> 00:08:54.604 who likes to use humor to sort of,

NOTE Confidence: 0.93823063

00:08:54.604 --> 00:08:57.340 you know, lighten the mood a little bit,

NOTE Confidence: 0.93823063

00:08:57.340 --> 00:09:00.020 it can be a little bit of a slippery slope.

NOTE Confidence: 0.93823063

00:09:00.020 --> 00:09:01.052 If you're using humor,

NOTE Confidence: 0.93823063

00:09:01.052 --> 00:09:03.459 try not to make fun of your learners.

NOTE Confidence: 0.93823063

00:09:03.460 --> 00:09:05.488 Sometimes it it can feel tempting

NOTE Confidence: 0.93823063

00:09:05.488 --> 00:09:07.860 to do that funny things happen,

NOTE Confidence: 0.93823063

00:09:07.860 --> 00:09:09.172 we all know that.

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:09:09.835 --> 00:09:12.180 even though we're all trying to flatten

NOTE Confidence: 0.93823063

00:09:12.180 --> 00:09:14.019 the hierarchy in medical education,

NOTE Confidence: 0.93823063

00:09:14.020 --> 00:09:15.444 unfortunately the learners probably

NOTE Confidence: 0.93823063

00:09:15.444 --> 00:09:17.940 perceive A hierarchy much more than we do.

NOTE Confidence: 0.93823063

00:09:17.940 --> 00:09:19.620 And so sometimes when when we

NOTE Confidence: 0.93823063

00:09:19.620 --> 00:09:20.460 tease our learners,

NOTE Confidence: 0.93823063

00:09:20.460 --> 00:09:21.948 that is not received in the

NOTE Confidence: 0.93823063

00:09:21.948 --> 00:09:23.460 way in which we mean it.

NOTE Confidence: 0.93823063

00:09:23.460 --> 00:09:25.827 So a good rule of thumb that I have

NOTE Confidence: 0.93823063

00:09:25.827 --> 00:09:28.099 is to only make fun of yourself

NOTE Confidence: 0.93823063

00:09:28.100 --> 00:09:30.440 and actually that that goes down

NOTE Confidence: 0.93823063

00:09:30.440 --> 00:09:31.880 quite well and then acknowledge

NOTE Confidence: 0.93823063

00:09:31.880 --> 00:09:34.180 your expectations can really help

NOTE Confidence: 0.93823063

00:09:34.180 --> 00:09:35.740 to establish that.

NOTE Confidence: 0.93823063

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

NOTE Confidence: 0.93823063

00:09:36.322 --> 00:09:38.359 we're all in the process of learning

NOTE Confidence: 0.93823063

00:09:38.359 --> 00:09:40.420 that we all didn't sort of appear

NOTE Confidence: 0.93823063

00:09:40.420 --> 00:09:42.631 fully formed with the the knowledge and

NOTE Confidence: 0.93823063

00:09:42.631 --> 00:09:44.647 experience and skills that we have.

NOTE Confidence: 0.93823063

00:09:44.650 --> 00:09:46.528 And so learning your learners know

NOTE Confidence: 0.93823063

00:09:46.528 --> 00:09:48.313 that you're still learning or let

NOTE Confidence: 0.93823063

00:09:48.313 --> 00:09:49.965 them know where you were at their

NOTE Confidence: 0.93823063

00:09:49.965 --> 00:09:51.495 stage and and the struggles that

NOTE Confidence: 0.93823063

00:09:51.495 --> 00:09:54.142 you had can be really helpful to

NOTE Confidence: 0.93823063

00:09:54.142 --> 00:09:56.966 create that friendly atmosphere.

NOTE Confidence: 0.93823063

00:09:56.970 --> 00:09:59.286 Next is really important to be

NOTE Confidence: 0.93823063

00:09:59.286 --> 00:10:00.444 organized and structured.

NOTE Confidence: 0.93823063

00:10:00.450 --> 00:10:02.610 So think about what you want to teach.

NOTE Confidence: 0.9347339

00:10:02.610 --> 00:10:06.074 Set an agenda for for what you want to

NOTE Confidence: 0.9347339

00:10:06.074 --> 00:10:07.730 get through during that teaching session,

NOTE Confidence: 0.9347339

00:10:07.730 --> 00:10:09.330 whether that's on rounds,

NOTE Confidence: 0.9347339

00:10:09.330 --> 00:10:10.930 during the attending rounds,

NOTE Confidence: 0.9347339

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

NOTE Confidence: 0.9347339

00:10:13.511 --> 00:10:15.919 like this, and try to stay on topic.

NOTE Confidence: 0.9347339

00:10:15.920 --> 00:10:17.060 Now, sometimes your learners are

NOTE Confidence: 0.9347339

00:10:17.060 --> 00:10:18.791 going to be off topic because they're

NOTE Confidence: 0.9347339

00:10:18.791 --> 00:10:20.435 going to be interested in something.

NOTE Confidence: 0.9347339

00:10:20.440 --> 00:10:22.386 A side topic that you alluded to

NOTE Confidence: 0.9347339

00:10:22.386 --> 00:10:24.613 or a minor topic that you weren't

NOTE Confidence: 0.9347339

00:10:24.613 --> 00:10:26.593 going to spend much time on.

NOTE Confidence: 0.9347339

00:10:26.600 --> 00:10:28.400 Acknowledge that if that happened.

NOTE Confidence: 0.9347339

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

NOTE Confidence: 0.9347339

00:10:30.488 --> 00:10:32.072 seems like people are really interested

NOTE Confidence: 0.9347339

00:10:32.072 --> 00:10:33.797 in talking about this instead of XYZ,

NOTE Confidence: 0.9347339

00:10:33.800 --> 00:10:34.956 which I had planned.

NOTE Confidence: 0.9347339

00:10:34.956 --> 00:10:37.120 We can keep going and talk about,

NOTE Confidence: 0.9347339

00:10:37.120 --> 00:10:40.000 you know, this topic that you're

NOTE Confidence: 0.9347339

00:10:40.000 --> 00:10:42.164 interested in or you know,

NOTE Confidence: 0.9347339

00:10:42.164 --> 00:10:45.060 we can come back to this another time.

NOTE Confidence: 0.9347339

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

NOTE Confidence: 0.9347339

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

NOTE Confidence: 0.9347339

00:10:48.042 --> 00:10:49.094 really veering off, that's fine.

NOTE Confidence: 0.9347339

00:10:49.094 --> 00:10:50.379 Just sort of acknowledge that.

NOTE Confidence: 0.9347339

00:10:50.380 --> 00:10:53.912 Let them know you're aware that that the

NOTE Confidence: 0.9347339

00:10:53.912 --> 00:10:57.300 topic might be changing a little bit,

NOTE Confidence: 0.9347339

00:10:57.300 --> 00:10:58.644 Think about being structured.

NOTE Confidence: 0.9347339

00:10:58.644 --> 00:11:00.966 Really try to allocate the amount of

NOTE Confidence: 0.9347339

00:11:00.966 --> 00:11:02.737 time you need for each agenda item.

NOTE Confidence: 0.9347339

00:11:02.740 --> 00:11:05.218 I'm actually the worst at this.

NOTE Confidence: 0.9347339

00:11:05.220 --> 00:11:07.836 I tend to be really worried that I'm

NOTE Confidence: 0.9347339

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

NOTE Confidence: 0.9347339

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

NOTE Confidence: 0.9347339

00:11:11.740 --> 00:11:13.149 to have enough material.

NOTE Confidence: 0.9347339

00:11:13.150 --> 00:11:15.390 Exactly the opposite always happens to me.

NOTE Confidence: 0.9347339

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

NOTE Confidence: 0.9347339

00:11:18.144 --> 00:11:20.234 because I I try to cram too much in.

NOTE Confidence: 0.9347339

00:11:20.234 --> 00:11:22.186 So I'm trying to work on this myself.

NOTE Confidence: 0.9347339

00:11:22.190 --> 00:11:24.278 But be be thoughtful about how much time

NOTE Confidence: 0.9347339

00:11:24.278 --> 00:11:26.270 you think everything's going to need.

NOTE Confidence: 0.9347339

00:11:26.270 --> 00:11:28.508 And then respond to your learners,

NOTE Confidence: 0.9347339

00:11:28.510 --> 00:11:29.896 especially if you're in a more

NOTE Confidence: 0.9347339

00:11:29.896 --> 00:11:31.270 of a small group setting.

NOTE Confidence: 0.9347339

00:11:31.270 --> 00:11:31.804 You know,

NOTE Confidence: 0.9347339

00:11:31.804 --> 00:11:33.406 see what they seem to be

NOTE Confidence: 0.9347339

00:11:33.406 --> 00:11:34.430 really grasping quickly,

NOTE Confidence: 0.9347339

00:11:34.430 --> 00:11:35.762 or maybe what they already know

NOTE Confidence: 0.9347339

00:11:35.762 --> 00:11:36.910 and and speed through that.

NOTE Confidence: 0.9347339

00:11:36.910 --> 00:11:38.786 And you can literally just ask them,

NOTE Confidence: 0.9347339

00:11:38.790 --> 00:11:39.150 you know,

NOTE Confidence: 0.9347339

00:11:39.150 --> 00:11:40.050 It seems like you all

NOTE Confidence: 0.9347339

00:11:40.050 --> 00:11:40.790 understand this pretty well.

NOTE Confidence: 0.9347339

00:11:40.790 --> 00:11:42.689 Can we get me and move on to the

NOTE Confidence: 0.9347339

00:11:42.689 --> 00:11:44.879 next topic or slow down if they seem

22

NOTE Confidence: 0.9347339

00:11:44.879 --> 00:11:46.790 to be struggling with that concept.

NOTE Confidence: 0.9347339

00:11:46.790 --> 00:11:50.472 So respond to how they how they're

NOTE Confidence: 0.9347339

00:11:50.472 --> 00:11:52.630 absorbing the information and then

NOTE Confidence: 0.9347339

00:11:52.630 --> 00:11:54.370 really think about being learner focused.

NOTE Confidence: 0.9347339

00:11:54.370 --> 00:11:56.323 And in many ways this this might

NOTE Confidence: 0.9347339

00:11:56.323 --> 00:11:58.543 be the most important part of

NOTE Confidence: 0.9347339

00:11:58.543 --> 00:12:00.728 establishing a good learning climate.

NOTE Confidence: 0.9347339

00:12:00.730 --> 00:12:02.188 First thing is to identify what

NOTE Confidence: 0.9347339

00:12:02.188 --> 00:12:03.435 your learners are and they're

NOTE Confidence: 0.9347339

00:12:03.435 --> 00:12:04.809 really two ways to do this.

NOTE Confidence: 0.9347339

00:12:04.810 --> 00:12:07.609 The 1st is to ask them for the beginning

NOTE Confidence: 0.9347339

00:12:07.609 --> 00:12:09.660 of any teaching session or or rotation

NOTE Confidence: 0.9347339

00:12:09.721 --> 00:12:11.604 that you may be working with people.

NOTE Confidence: 0.9347339

00:12:11.610 --> 00:12:13.330 Find out what your learners want to learn

NOTE Confidence: 0.9347339

00:12:13.330 --> 00:12:15.045 about or they think they need to know.

NOTE Confidence: 0.9327514

00:12:17.090 --> 00:12:18.490 The other thing is you can observe them,

NOTE Confidence: 0.9327514

00:12:18.490 --> 00:12:20.560 especially if you're working with them

NOTE Confidence: 0.9327514

00:12:20.560 --> 00:12:23.290 on on some sort of rotation or team.

NOTE Confidence: 0.9327514

00:12:23.290 --> 00:12:24.595 It's very interesting.

NOTE Confidence: 0.9327514

00:12:24.595 --> 00:12:27.205 Sometimes they're identified needs or not,

NOTE Confidence: 0.9327514

00:12:27.210 --> 00:12:29.107 where you see their needs to be

NOTE Confidence: 0.9327514

00:12:29.107 --> 00:12:30.603 when you're actually working with

NOTE Confidence: 0.9327514

00:12:30.603 --> 00:12:32.168 them in the clinical setting.

NOTE Confidence: 0.9327514

00:12:32.170 --> 00:12:34.195 And so those are the two ways in which

NOTE Confidence: 0.9327514

00:12:34.195 --> 00:12:35.925 you can identify needs and and it

NOTE Confidence: 0.9327514

00:12:35.925 --> 00:12:37.970 tells you a lot about your learner.

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:12:39.874 --> 00:12:41.920 learn and they're really off base in

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:12:43.530 --> 00:12:45.703 and what they actually need to learn

NOTE Confidence: 0.9327514

00:12:45.703 --> 00:12:48.160 and then meet them where they are,

NOTE Confidence: 0.9327514

00:12:48.160 --> 00:12:51.208 You know, don't don't try to to

NOTE Confidence: 0.9327514

00:12:51.208 --> 00:12:53.091 teach too much over where they are

NOTE Confidence: 0.9327514

00:12:53.091 --> 00:12:54.834 or or too under where they are.

NOTE Confidence: 0.9327514

00:12:54.840 --> 00:12:55.692 And again,

NOTE Confidence: 0.9327514

00:12:55.692 --> 00:12:59.400 that's sort of responding to their,

NOTE Confidence: 0.9327514

00:12:59.400 --> 00:13:01.973 you know, how they are interacting

NOTE Confidence: 0.9327514

00:13:01.973 --> 00:13:04.438 with you when you're teaching,

NOTE Confidence: 0.9327514

00:13:04.440 --> 00:13:06.288 you know, again,

NOTE Confidence: 0.9327514

00:13:06.288 --> 00:13:08.780 just really sort of speed up,

NOTE Confidence: 0.9327514

00:13:08.780 --> 00:13:11.135 slow down according to where they are

NOTE Confidence: 0.9327514

00:13:11.135 --> 00:13:13.351 in terms of their knowledge availability.

NOTE Confidence: 0.9327514

00:13:13.351 --> 00:13:16.088 It seems like a strange thing to

NOTE Confidence: 0.9327514

00:13:16.088 --> 00:13:18.658 put into a learning climate talk.

NOTE Confidence: 0.9327514

00:13:18.660 --> 00:13:21.446 But availability just it turns out to

NOTE Confidence: 0.9327514

00:13:21.446 --> 00:13:24.688 be one of the most important aspects

NOTE Confidence: 0.9327514

00:13:24.688 --> 00:13:27.524 of attendings for for residents

NOTE Confidence: 0.9327514

00:13:27.524 --> 00:13:30.454 and fellows when we're evaluated,

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:13:32.752 --> 00:13:33.898 about the team,

NOTE Confidence: 0.9327514

00:13:33.900 --> 00:13:36.018 you care enough about your learners

NOTE Confidence: 0.9327514

00:13:36.020 --> 00:13:37.763 to be present for them to be

NOTE Confidence: 0.9327514

00:13:37.763 --> 00:13:39.500 able to answer their questions,

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:13:42.250 --> 00:13:44.210 just to be around even.

NOTE Confidence: 0.9327514

00:13:44.210 --> 00:13:46.170 And that helps to set a really

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:13:48.450 --> 00:13:49.899 to get to know your team and

NOTE Confidence: 0.9327514

00:13:49.899 --> 00:13:51.370 and know what their needs are,

NOTE Confidence: 0.9327514

00:13:51.370 --> 00:13:53.770 ask their opinions about about patience,

NOTE Confidence: 0.9327514

00:13:53.770 --> 00:13:56.766 about things that come up when you're

NOTE Confidence: 0.9327514

00:13:56.766 --> 00:13:59.558 working with them and then respect them.

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:14:01.450 --> 00:14:04.210 you know, acknowledge their struggles.

NOTE Confidence: 0.9327514

00:14:04.210 --> 00:14:04.666 You know,

NOTE Confidence: 0.9327514

00:14:04.666 --> 00:14:06.809 I'm old enough that I trained at a time

NOTE Confidence: 0.9327514

00:14:06.809 --> 00:14:08.929 when there were there were no duty hours.

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:14:10.130 --> 00:14:12.922 over 100 hours a week and it's

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:14:14.277 --> 00:14:15.939 timers like me to sort of say,

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:14:17.740 --> 00:14:20.193 they they get to go home every

NOTE Confidence: 0.9327514

00:14:20.193 --> 00:14:21.858 evening or whatever it is.

NOTE Confidence: 0.9327514

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

NOTE Confidence: 0.9327514

00:14:22.940 --> 00:14:25.100 they have their own struggles and

NOTE Confidence: 0.9327514

00:14:25.100 --> 00:14:26.860 they're working with work compression,

NOTE Confidence: 0.9327514

00:14:26.860 --> 00:14:27.030 right.

NOTE Confidence: 0.9327514

00:14:27.030 --> 00:14:28.220 They have to get the same amount.

NOTE Confidence: 0.9327514

00:14:28.220 --> 00:14:29.991 Probably a lot more work done actually

NOTE Confidence: 0.9327514

00:14:29.991 --> 00:14:32.097 in in much last time than we had to.

NOTE Confidence: 0.9327514

00:14:32.100 --> 00:14:34.260 And medicine is more complex,

NOTE Confidence: 0.9327514

00:14:34.260 --> 00:14:35.163 it's more detailed,

NOTE Confidence: 0.9327514

00:14:35.163 --> 00:14:36.668 there's there are high expectations

NOTE Confidence: 0.9327514

00:14:36.668 --> 00:14:38.802 for the the trainees are doing so

NOTE Confidence: 0.9327514

00:14:38.802 --> 00:14:40.282 acknowledge their struggles and have

NOTE Confidence: 0.9327514

00:14:40.337 --> 00:14:41.819 empathy for for where they are.

NOTE Confidence: 0.9327514

00:14:41.820 --> 00:14:42.948 Residency is never easy,

NOTE Confidence: 0.9327514

00:14:42.948 --> 00:14:44.980 and it's never going to be easy,

NOTE Confidence: 0.9327514

00:14:44.980 --> 00:14:45.980 nor fellowship.

NOTE Confidence: 0.9327514

00:14:45.980 --> 00:14:48.980 And then invite them to discuss

NOTE Confidence: 0.9327514

00:14:48.980 --> 00:14:50.305 their limitations again.

NOTE Confidence: 0.9327514

00:14:50.305 --> 00:14:52.255 If you've established that it's okay

NOTE Confidence: 0.9327514

00:14:52.255 --> 00:14:54.635 to talk about your limitations by

NOTE Confidence: 0.9327514

00:14:54.635 --> 00:14:56.427 acknowledging your own limitations,

NOTE Confidence: 0.9327514

00:14:56.430 --> 00:14:59.294 they're going to be much more willing and

NOTE Confidence: 0.9327514

00:14:59.294 --> 00:15:02.349 open to share their struggles with you.

NOTE Confidence: 0.9327514

00:15:02.350 --> 00:15:03.860 And that's going to really

NOTE Confidence: 0.9327514

00:15:03.860 --> 00:15:05.370 allow you to teach to

NOTE Confidence: 0.9357487

00:15:05.433 --> 00:15:06.913 where they are and what

NOTE Confidence: 0.9357487

00:15:06.913 --> 00:15:09.630 they need more easily.

NOTE Confidence: 0.9357487

00:15:09.630 --> 00:15:11.550 And then lastly, be engaging.

NOTE Confidence: 0.9357487

00:15:11.550 --> 00:15:12.934 And this is always the part of the

NOTE Confidence: 0.9357487

00:15:12.934 --> 00:15:14.387 talk that feels a little meta for me.

NOTE Confidence: 0.9357487

00:15:14.390 --> 00:15:16.606 So now I'm going to try and show

NOTE Confidence: 0.9357487

00:15:16.606 --> 00:15:18.028 more enthusiasm for the topic,

NOTE Confidence: 0.9357487

00:15:18.030 --> 00:15:19.430 but think about how you're

NOTE Confidence: 0.9357487

00:15:19.430 --> 00:15:20.270 speaking about something.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:15:23.214 --> 00:15:25.350 I actually, when I teach on the wards,

NOTE Confidence: 0.9357487

00:15:25.350 --> 00:15:27.262 I really like to and my turning rounds

NOTE Confidence: 0.9357487

00:15:27.262 --> 00:15:29.834 go up to the board and and use the board

NOTE Confidence: 0.9357487

00:15:29.834 --> 00:15:32.027 because that gets me up and walking around.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:15:34.390 --> 00:15:36.875 in motion and more interesting to look

NOTE Confidence: 0.9357487

00:15:36.875 --> 00:15:38.850 at and then encourage participation.

NOTE Confidence: 0.9357487

00:15:38.850 --> 00:15:41.222 You know these You don't want to

NOTE Confidence: 0.9357487

00:15:41.222 --> 00:15:42.950 be a spoon feeder of information.

NOTE Confidence: 0.9357487

00:15:42.950 --> 00:15:45.360 You want your learners to be

NOTE Confidence: 0.9357487

00:15:45.360 --> 00:15:46.240 answering questions,

NOTE Confidence: 0.9357487

00:15:46.240 --> 00:15:47.560 to be participating.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:15:49.120 --> 00:15:51.480 If you're in a sort of a mixed group to

NOTE Confidence: 0.9357487

00:15:51.540 --> 00:15:53.955 teach some of your lower level learners,

NOTE Confidence: 0.9357487

00:15:53.960 --> 00:15:57.520 make it a group process.

NOTE Confidence: 0.9357487

00:15:57.520 --> 00:15:59.160 Along those same lines.

NOTE Confidence: 0.9357487

00:15:59.160 --> 00:16:00.800 Avoid monopolizing the discussion.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:16:01.048 --> 00:16:03.032 people don't want to just sit and listen

NOTE Confidence: 0.9357487

00:16:03.032 --> 00:16:05.079 to you drone on about your pet project.

NOTE Confidence: 0.9357487

00:16:05.080 --> 00:16:06.724 You really want this again to

NOTE Confidence: 0.9357487

00:16:06.724 --> 00:16:09.132 be a conversation that you're

NOTE Confidence: 0.9357487

00:16:09.132 --> 00:16:11.606 having with your learners okay.

NOTE Confidence: 0.9357487

00:16:11.606 --> 00:16:13.286 So really quickly this is

NOTE Confidence: 0.9357487

00:16:13.286 --> 00:16:14.630 actually not from medicine,

NOTE Confidence: 0.9357487

00:16:14.630 --> 00:16:15.866 this is from the business world.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:16:20.802 --> 00:16:22.384 what kind of educator you can be.

NOTE Confidence: 0.9357487

00:16:22.390 --> 00:16:25.050 And so you can be either somebody

NOTE Confidence: 0.9357487

00:16:25.050 --> 00:16:27.598 who offers a high support or low

NOTE Confidence: 0.9357487

00:16:27.598 --> 00:16:29.358 support and or challenges your

NOTE Confidence: 0.9357487

00:16:29.358 --> 00:16:31.507 learners or or doesn't challenge them.

NOTE Confidence: 0.9357487

00:16:31.510 --> 00:16:34.406 And we're going to go around the four

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:16:36.570 --> 00:16:38.250 different type of educators that that

NOTE Confidence: 0.9357487

00:16:38.250 --> 00:16:39.690 fall into each of these quadrants.

NOTE Confidence: 0.9357487

00:16:39.690 --> 00:16:42.370 So if you give a lot of support

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:16:43.594 --> 00:16:46.034 you end up being a protector and that

NOTE Confidence: 0.9357487

00:16:46.034 --> 00:16:47.945 those are the types of educators who

NOTE Confidence: 0.9357487

00:16:47.945 --> 00:16:49.810 know everything about their team.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:16:51.290 --> 00:16:53.588 Everybody loves them, but they're they're,

NOTE Confidence: 0.9357487

00:16:53.590 --> 00:16:54.990 they don't ask much of the team.

NOTE Confidence: 0.9357487

00:16:54.990 --> 00:16:56.910 They're not really asking them to

NOTE Confidence: 0.9357487

00:16:56.910 --> 00:16:58.550 participate in their education there.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:16:59.270 --> 00:17:01.430 spoon feeding information,

NOTE Confidence: 0.9357487

00:17:01.430 --> 00:17:02.486 They're sort of doing as much

NOTE Confidence: 0.9357487

00:17:02.486 --> 00:17:03.430 as they can for them,

NOTE Confidence: 0.9357487

00:17:03.430 --> 00:17:05.229 but they're not helping their learners grow.

NOTE Confidence: 0.9357487

00:17:05.230 --> 00:17:07.425 And that's really an important

NOTE Confidence: 0.9357487

00:17:07.425 --> 00:17:10.150 part of what educators need to do.

NOTE Confidence: 0.9357487

00:17:10.150 --> 00:17:11.882 This group down here,

NOTE Confidence: 0.9357487

00:17:11.882 --> 00:17:14.070 the abdicators don't offer much support.

NOTE Confidence: 0.9357487

00:17:14.070 --> 00:17:16.670 They don't really know their team that well.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:17:20.400 --> 00:17:21.600 don't challenge them either.

NOTE Confidence: 0.9357487

00:17:21.600 --> 00:17:23.400 So they're not asking a lot.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:17:25.760 --> 00:17:26.368 you know,

NOTE Confidence: 0.9357487

00:17:26.368 --> 00:17:27.888 having them participate in their

NOTE Confidence: 0.9357487

00:17:27.888 --> 00:17:29.556 education and that they just don't

NOTE Confidence: 0.9357487

00:17:29.556 --> 00:17:31.194 get to know the team very much.

NOTE Confidence: 0.9357487

00:17:31.200 --> 00:17:33.360 That creates a culture of apathy.

NOTE Confidence: 0.9357487

00:17:33.360 --> 00:17:35.761 We've all had tonnings like that I'm

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:17:38.750 --> 00:17:41.130 demoralizing it is to work with them.

NOTE Confidence: 0.9357487

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

NOTE Confidence: 0.9357487

00:17:44.130 --> 00:17:46.770 this was a favorite when I was resident.

NOTE Confidence: 0.9357487

00:17:46.770 --> 00:17:48.342 These are high challenge,

NOTE Confidence: 0.9357487

00:17:48.342 --> 00:17:49.128 low support

NOTE Confidence: 0.9344739

00:17:49.130 --> 00:17:51.446 ask a lot of their teams.

NOTE Confidence: 0.9344739

00:17:51.450 --> 00:17:53.706 They, they pimp as we used to say

NOTE Confidence: 0.9344739

00:17:53.706 --> 00:17:55.985 on rounds all the time and they're

NOTE Confidence: 0.9344739

00:17:55.985 --> 00:17:57.944 but they don't really get to

NOTE Confidence: 0.9344739

00:17:57.944 --> 00:18:00.124 know who you are or ask you know,

NOTE Confidence: 0.9344739

00:18:00.124 --> 00:18:01.909 really understand what your needs

NOTE Confidence: 0.9344739

00:18:01.909 --> 00:18:05.150 are as a learner and and that creates

NOTE Confidence: 0.9344739

00:18:05.150 --> 00:18:07.175 unfortunately a culture of fear.

NOTE Confidence: 0.9344739

00:18:07.180 --> 00:18:10.784 So where we hope everyone ends up is

NOTE Confidence: 0.9344739

00:18:10.784 --> 00:18:12.632 up here in this Liberator quadrant

NOTE Confidence: 0.9344739

00:18:12.632 --> 00:18:14.524 where you're giving a lot of support

NOTE Confidence: 0.9344739

00:18:14.524 --> 00:18:15.860 and you're challenging your team.

NOTE Confidence: 0.9344739

00:18:15.860 --> 00:18:17.134 So you know who your team is.

NOTE Confidence: 0.9344739

00:18:17.140 --> 00:18:18.328 You've established a really

NOTE Confidence: 0.9344739

00:18:18.328 --> 00:18:19.219 great learning climate.

NOTE Confidence: 0.9344739

00:18:19.220 --> 00:18:22.460 You are getting to know them individually,

NOTE Confidence: 0.9344739

00:18:22.460 --> 00:18:23.580 what their needs are,

NOTE Confidence: 0.9344739

00:18:23.580 --> 00:18:25.422 who they are, what they want.

NOTE Confidence: 0.9344739

00:18:25.422 --> 00:18:27.426 And you're asking them to be

NOTE Confidence: 0.9344739

00:18:27.426 --> 00:18:28.938 participants in their education.

NOTE Confidence: 0.9344739

00:18:28.940 --> 00:18:30.380 You're challenging them to

NOTE Confidence: 0.9344739

00:18:30.380 --> 00:18:31.820 push themselves to learn,

NOTE Confidence: 0.9344739

00:18:31.820 --> 00:18:35.072 to grow and that really creates

NOTE Confidence: 0.9344739

00:18:35.072 --> 00:18:37.240 that culture of empowerment.

NOTE Confidence: 0.9344739

00:18:37.240 --> 00:18:37.786 So with that,

NOTE Confidence: 0.9344739

00:18:37.786 --> 00:18:39.060 I'm going to turn it back over

NOTE Confidence: 0.9344739

00:18:39.107 --> 00:18:40.612 to Vinny and he's going to talk

NOTE Confidence: 0.9344739

00:18:40.612 --> 00:18:41.680 about challenges and barriers.

NOTE Confidence: 0.92573875

00:18:42.720 --> 00:18:44.880 Okay, thanks, Shona.

NOTE Confidence: 0.92573875

00:18:44.880 --> 00:18:48.000 So Shona outlined all the kind of the,

NOTE Confidence: 0.92573875

00:18:48.000 --> 00:18:51.648 the specific aspects of the of delivering

NOTE Confidence: 0.92573875

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

NOTE Confidence: 0.92573875

00:18:53.600 --> 00:18:55.724 We all recognize in the practical

NOTE Confidence: 0.92573875

00:18:55.724 --> 00:18:57.583 setting that there are many

NOTE Confidence: 0.92573875

00:18:57.583 --> 00:18:59.857 challenges and barriers that we face.

NOTE Confidence: 0.92573875

00:18:59.860 --> 00:19:01.484 First is the overcrowded

NOTE Confidence: 0.92573875

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

NOTE Confidence: 0.92573875

00:19:02.300 --> 00:19:03.740 whether it be the ambulatory

NOTE Confidence: 0.92573875

00:19:03.740 --> 00:19:05.180 setting or the inpatient setting.

NOTE Confidence: 0.92573875

00:19:05.180 --> 00:19:06.896 We all recognize this.

NOTE Confidence: 0.92573875

00:19:06.896 --> 00:19:09.041 There are patients and being

NOTE Confidence: 0.92573875

00:19:09.041 --> 00:19:10.852 transported back and forth and

NOTE Confidence: 0.92573875

00:19:10.852 --> 00:19:13.620 there are RT's being called and

NOTE Confidence: 0.92573875

00:19:13.620 --> 00:19:15.768 there are family members who come

NOTE Confidence: 0.92573875

00:19:15.768 --> 00:19:18.246 in and ask questions and there's a

NOTE Confidence: 0.92573875

00:19:18.246 --> 00:19:20.521 lot of busyness in the hallways and

NOTE Confidence: 0.92573875

00:19:20.590 --> 00:19:22.774 in the and in the hospital rooms.

NOTE Confidence: 0.92573875

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

NOTE Confidence: 0.92573875

00:19:25.665 --> 00:19:28.155 environment often to to teach in.

NOTE Confidence: 0.92573875

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

NOTE Confidence: 0.92573875

00:19:30.384 --> 00:19:32.504 workload and service commitments overall

NOTE Confidence: 0.92573875

00:19:32.504 --> 00:19:35.035 that there's so many expectations of

NOTE Confidence: 0.92573875

00:19:35.035 --> 00:19:37.340 us as attendings that challenge the time,

NOTE Confidence: 0.92573875

00:19:37.340 --> 00:19:38.765 there's only a certain amount

NOTE Confidence: 0.92573875

00:19:38.765 --> 00:19:40.122 of time in a day, right.

NOTE Confidence: 0.92573875

00:19:40.122 --> 00:19:41.732 And that we have commitments

NOTE Confidence: 0.92573875

00:19:41.732 --> 00:19:43.959 outside even in the attending time,

NOTE Confidence: 0.92573875

00:19:43.960 --> 00:19:44.323 right.

NOTE Confidence: 0.92573875

00:19:44.323 --> 00:19:45.775 We're constantly getting emailed

NOTE Confidence: 0.92573875

00:19:45.775 --> 00:19:47.590 and text messages about things

NOTE Confidence: 0.92573875

00:19:47.648 --> 00:19:49.308 and other programs and other

NOTE Confidence: 0.92573875

00:19:49.308 --> 00:19:50.636 responsibilities that we have

NOTE Confidence: 0.92573875

00:19:50.636 --> 00:19:52.438 while we are on the wards or in

NOTE Confidence: 0.92573875

00:19:52.438 --> 00:19:55.168 the clinic in a teaching setting.

NOTE Confidence: 0.92573875

00:19:55.170 --> 00:19:57.228 Third is that often we don't

NOTE Confidence: 0.92573875

00:19:57.228 --> 00:19:59.018 define exactly what the learner

NOTE Confidence: 0.92573875

00:19:59.018 --> 00:20:01.461 needs are and this is a critical

NOTE Confidence: 0.92573875

00:20:01.461 --> 00:20:03.683 component as was addressed by Shona.

NOTE Confidence: 0.92573875

00:20:03.683 --> 00:20:06.160 And we don't necessarily have them state

NOTE Confidence: 0.92573875

00:20:06.160 --> 00:20:07.690 what their goals and objectives are.

NOTE Confidence: 0.92573875

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

NOTE Confidence: 0.92573875

00:20:09.730 --> 00:20:11.685 aspects to the to establishing

NOTE Confidence: 0.92573875

00:20:11.685 --> 00:20:13.249 the positive learning climate.

NOTE Confidence: 0.9266196

00:20:15.330 --> 00:20:16.642 Additionally, the actual physical

NOTE Confidence: 0.9266196

00:20:16.642 --> 00:20:19.409 space that we have is is very limited.

NOTE Confidence: 0.9266196

00:20:19.410 --> 00:20:21.300 We all scramble around for

NOTE Confidence: 0.9266196

00:20:21.300 --> 00:20:23.190 conference rooms in the amateur

NOTE Confidence: 0.9266196

00:20:23.261 --> 00:20:25.398 setting or in the OR on the wards.

NOTE Confidence: 0.9266196

00:20:25.398 --> 00:20:27.140 That is often, you know,

NOTE Confidence: 0.9266196

00:20:27.140 --> 00:20:30.050 competing needs for that same space.

NOTE Confidence: 0.9266196

00:20:30.050 --> 00:20:32.150 So just having a place where you

NOTE Confidence: 0.9266196

00:20:32.150 --> 00:20:34.239 can gather even for 1/2 an hour

NOTE Confidence: 0.9266196

00:20:34.239 --> 00:20:35.925 to talk is often a challenge.

NOTE Confidence: 0.9266196

00:20:35.930 --> 00:20:38.420 There's time limitations.

NOTE Confidence: 0.9266196

00:20:38.420 --> 00:20:41.268 There's always the need for admitting

NOTE Confidence: 0.9266196

00:20:41.268 --> 00:20:42.753 new patients or discharging patients,

NOTE Confidence: 0.9266196

00:20:42.760 --> 00:20:44.741 or family meetings or meeting with nurses

NOTE Confidence: 0.9266196

00:20:44.741 --> 00:20:47.478 and P SMS on the floor meeting with clinic.

NOTE Confidence: 0.9266196

00:20:47.480 --> 00:20:51.672 Managers and people have very

NOTE Confidence: 0.9266196

00:20:51.672 --> 00:20:54.840 complicated lives on a daily basis,

NOTE Confidence: 0.9266196

00:20:54.840 --> 00:20:58.600 and time is one of those major limitations.

NOTE Confidence: 0.9266196

00:20:58.600 --> 00:20:59.068 Additionally,

NOTE Confidence: 0.9266196

00:20:59.068 --> 00:21:01.408 faculty and learner attitudes towards

NOTE Confidence: 0.9266196

00:21:01.408 --> 00:21:03.976 what education should be is often

NOTE Confidence: 0.9266196

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

NOTE Confidence: 0.9266196

00:21:06.064 --> 00:21:08.417 as well as the overall institutional

NOTE Confidence: 0.9266196

00:21:08.417 --> 00:21:10.782 support at the section you work in,

NOTE Confidence: 0.9266196

00:21:10.782 --> 00:21:12.247 at the department you work

NOTE Confidence: 0.9266196

00:21:12.247 --> 00:21:13.888 in and within the school,

NOTE Confidence: 0.9266196

00:21:13.890 --> 00:21:15.600 different people come in with

NOTE Confidence: 0.9266196

00:21:15.600 --> 00:21:17.310 different levels of support for

NOTE Confidence: 0.9266196

00:21:17.373 --> 00:21:19.168 different aspects of their jobs.

NOTE Confidence: 0.9266196

00:21:19.170 --> 00:21:22.061 So that some people have more time

NOTE Confidence: 0.9266196

00:21:22.061 --> 00:21:23.450 and availability because they're

NOTE Confidence: 0.9266196

00:21:23.450 --> 00:21:24.570 supported to do that,

NOTE Confidence: 0.9266196

00:21:24.570 --> 00:21:26.310 other people do not.

NOTE Confidence: 0.9266196

00:21:26.310 --> 00:21:28.485 And therefore this can impact

NOTE Confidence: 0.9266196

00:21:28.490 --> 00:21:31.102 their overall learning climate.

NOTE Confidence: 0.9266196

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

NOTE Confidence: 0.9266196

00:21:32.410 --> 00:21:34.181 So I think what we're going to

NOTE Confidence: 0.9266196

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

NOTE Confidence: 0.9266196

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

NOTE Confidence: 0.9266196

00:21:38.602 --> 00:21:41.048 and small group settings where

NOTE Confidence: 0.9266196

00:21:41.050 --> 00:21:42.778 that contribute to either a good

NOTE Confidence: 0.9266196

00:21:42.778 --> 00:21:44.490 or a poor learning climate.

NOTE Confidence: 0.9266196

00:21:44.490 --> 00:21:46.170 So that's showing it.

NOTE Confidence: 0.9266196

00:21:46.170 --> 00:21:48.249 Now to start with the first case

NOTE Confidence: 0.9266196

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

NOTE Confidence: 0.9266196

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

NOTE Confidence: 0.9293474

00:21:53.490 --> 00:21:55.744 yes. So just a little bit of

NOTE Confidence: 0.9293474

00:21:55.744 --> 00:21:57.289 instruction before we do this.

NOTE Confidence: 0.9293474

00:21:57.290 --> 00:21:59.005 Vinny will read the case to you.

NOTE Confidence: 0.9293474

00:21:59.010 --> 00:22:01.326 There's going to be two cases.

NOTE Confidence: 0.9293474

00:22:01.330 --> 00:22:04.338 Both of them have both good and bad

NOTE Confidence: 0.9293474

00:22:04.338 --> 00:22:06.889 aspects of the learning climate.

NOTE Confidence: 0.9293474

00:22:06.890 --> 00:22:10.376 So as you're reading the cases,

NOTE Confidence: 0.9293474

00:22:10.380 --> 00:22:12.384 take notes on what you see

NOTE Confidence: 0.9293474

00:22:12.384 --> 00:22:15.194 as as both either good or bad

NOTE Confidence: 0.9293474

00:22:15.194 --> 00:22:17.058 components of learning climate.

NOTE Confidence: 0.9293474

00:22:17.060 --> 00:22:18.925 We'll break you out then

NOTE Confidence: 0.9293474

00:22:18.925 --> 00:22:19.832 into breakout groups.

NOTE Confidence: 0.9293474

00:22:19.832 --> 00:22:21.694 They'll be about 8 to 9 people.

NOTE Confidence: 0.9293474

00:22:21.700 --> 00:22:24.160 Vinny and I will not join

NOTE Confidence: 0.9293474

00:22:24.160 --> 00:22:26.068 our rooms and I guess Janet,

NOTE Confidence: 0.9293474

00:22:26.068 --> 00:22:27.428 etcetera can decide whether they

NOTE Confidence: 0.9293474

00:22:27.428 --> 00:22:29.014 want to pop into a room or not.

NOTE Confidence: 0.9293474

00:22:29.020 --> 00:22:31.253 So they should be about between five

NOTE Confidence: 0.9293474

00:22:31.253 --> 00:22:33.383 to seven people in each room to

NOTE Confidence: 0.9293474

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00:22:33.383 --> 00:22:35.709 discuss and then we will come back and

NOTE Confidence: 0.9293474

00:22:35.709 --> 00:22:38.117 talk about it briefly as a larger group.

NOTE Confidence: 0.9293474

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

NOTE Confidence: 0.9293474

00:22:40.240 --> 00:22:42.004 I'm having a trouble seeing the chat

NOTE Confidence: 0.9293474

00:22:42.004 --> 00:22:43.559 and doing everything at the same time.

NOTE Confidence: 0.9293474

00:22:43.560 --> 00:22:45.478 So unmute if you have a question

NOTE Confidence: 0.9293474

00:22:45.478 --> 00:22:47.440 about any of this as we go along

NOTE Confidence: 0.93647724

00:22:50.040 --> 00:22:52.880 Okay. So the first case your

NOTE Confidence: 0.93647724

00:22:52.880 --> 00:22:55.240 inpatient team is post call

NOTE Confidence: 0.93647724

00:22:55.240 --> 00:22:56.890 gathered in the conference room to

NOTE Confidence: 0.93647724

00:22:56.890 --> 00:22:58.560 hear about the overnight admissions.

NOTE Confidence: 0.93647724

00:22:58.560 --> 00:22:59.946 It's your first day as attending

NOTE Confidence: 0.93647724

00:22:59.946 --> 00:23:01.154 and the residents, interns,

NOTE Confidence: 0.93647724

00:23:01.154 --> 00:23:03.210 and students are waiting.

NOTE Confidence: 0.93647724

00:23:03.210 --> 00:23:05.568 Faculty member quote Sorry I'm late.

NOTE Confidence: 0.93647724

00:23:05.570 --> 00:23:06.886 I wasn't supposed to attend this block,

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NOTE Confidence: 0.93647724

00:23:06.890 --> 00:23:08.850 but there was a last minute switch.

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

00:23:10.330 --> 00:23:11.863 It's not going to be easy for

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

00:23:15.490 --> 00:23:19.249 Early resident quote, we have 4 overnights,

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

00:23:24.610 --> 00:23:27.809 Resident No. We cap attempt for intern.

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

00:23:28.674 --> 00:23:31.190 I have a research team meeting at 9:00 AM,

NOTE Confidence: 0.93647724

00:23:31.190 --> 00:23:32.590 so let's just hear about the overnights.

NOTE Confidence: 0.93647724

00:23:32.590 --> 00:23:34.470 Now you guys can call,

NOTE Confidence: 0.93647724

00:23:34.470 --> 00:23:36.426 call me around on your can,

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

00:23:37.846 --> 00:23:40.350 and I'll catch up later with you.

NOTE Confidence: 0.93647724

00:23:40.350 --> 00:23:42.470 Next slide, the resident presents

NOTE Confidence: 0.93647724

00:23:42.470 --> 00:23:44.590 patient with communic acquired pneumonia.

NOTE Confidence: 0.93647724

00:23:44.590 --> 00:23:46.500 The faculty responds to text

NOTE Confidence: 0.93647724

00:23:46.500 --> 00:23:48.028 message during the presentation.

NOTE Confidence: 0.93647724

00:23:48.030 --> 00:23:49.630 Faculty then during the

NOTE Confidence: 0.93647724

00:23:49.630 --> 00:23:50.430 resident presentation.

NOTE Confidence: 0.93647724

00:23:50.430 --> 00:23:52.870 I'm not sure why this patient was admitted.

NOTE Confidence: 0.93647724

00:23:52.870 --> 00:23:54.958 Interns, what are the criteria for

NOTE Confidence: 0.93647724

00:23:54.958 --> 00:23:56.350 admission for communicoid pneumonia?

NOTE Confidence: 0.93647724

00:23:56.350 --> 00:23:57.822 There's no immediate response.

NOTE Confidence: 0.93647724

00:23:57.822 --> 00:23:59.294 So the faculty continues,

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

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

NOTE Confidence: 0.93647724

00:24:03.380 --> 00:24:04.538 Interns and students,

NOTE Confidence: 0.93647724

00:24:04.538 --> 00:24:05.696 think about responses.

NOTE Confidence: 0.93647724

00:24:05.700 --> 00:24:06.095 Faculty,

NOTE Confidence: 0.93647724

00:24:06.095 --> 00:24:07.280 come on guys,

NOTE Confidence: 0.93647724

00:24:07.280 --> 00:24:09.780 you got to know this next slide.

NOTE Confidence: 0.9318373

00:24:10.860 --> 00:24:13.120 I think that's it. Yes, okay.

NOTE Confidence: 0.9318373

00:24:13.120 --> 00:24:15.500 So I'm going to put everybody into

NOTE Confidence: 0.9318373

00:24:17.900 --> 00:24:19.184 into a breakout room.

NOTE Confidence: 0.9318373

00:24:19.184 --> 00:24:21.110 We will be in breakout rooms

NOTE Confidence: 0.9318373

00:24:21.182 --> 00:24:24.480 for seven minutes, I think.

NOTE Confidence: 0.9318373

00:24:24.480 --> 00:24:25.160 I think of the timing.

NOTE Confidence: 0.9318373

00:24:25.160 --> 00:24:27.596 Yeah, 7 minutes seems about right.

NOTE Confidence: 0.9318373

00:24:27.600 --> 00:24:28.320 So I'll set a timer.

NOTE Confidence: 0.9318373

00:24:28.320 --> 00:24:29.864 I'll bring everybody back.

NOTE Confidence: 0.9318373

00:24:29.864 --> 00:24:31.794 You'll have some warning before

NOTE Confidence: 0.9318373

00:24:31.794 --> 00:24:33.959 we come back into the room and

NOTE Confidence: 0.9318373

00:24:33.960 --> 00:24:35.432 just discuss amongst yourselves

NOTE Confidence: 0.9318373

00:24:35.432 --> 00:24:37.533 what you saw maybe or examples

NOTE Confidence: 0.9318373

00:24:37.533 --> 00:24:38.798 of good and poor learning,

NOTE Confidence: 0.9318373

00:24:38.800 --> 00:24:41.518 climate, climate strategies.

NOTE Confidence: 0.9318373

00:24:41.520 --> 00:24:42.320 And now

NOTE Confidence: 0.9321171

00:24:44.960 --> 00:24:45.520 you go

NOTE Confidence: 0.9336903

00:24:56.900 --> 00:24:59.216 about 5 seconds. Everybody should reappear.

NOTE Confidence: 0.9336903

00:25:09.520 --> 00:25:11.104 Not fair. We were having so

NOTE Confidence: 0.9336903

00:25:11.104 --> 00:25:13.600 much fun in our group. Yeah,

NOTE Confidence: 0.9336903

00:25:13.600 --> 00:25:15.280 dragged us back too quickly.

NOTE Confidence: 0.9336903

00:25:16.520 --> 00:25:19.800 Agreed. Agreed. We can.

NOTE Confidence: 0.9336903

00:25:19.800 --> 00:25:21.186 We can give you guys a little

NOTE Confidence: 0.9336903

00:25:21.186 --> 00:25:22.239 longer for the next one.

NOTE Confidence: 0.91671103

00:25:31.460 --> 00:25:33.090 All right. We should have everybody

NOTE Confidence: 0.91671103

00:25:33.090 --> 00:25:34.860 back now. So, Vinny, if you want

NOTE Confidence: 0.91671103

00:25:34.980 --> 00:25:38.305 to. OK. All right. So welcome back

NOTE Confidence: 0.91671103

00:25:38.305 --> 00:25:41.380 for a quick debrief on the case.

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NOTE Confidence: 0.91671103

00:25:41.380 --> 00:25:43.179 So I guess we could start with

NOTE Confidence: 0.91671103

00:25:43.180 --> 00:25:45.610 what aspects of the case do

NOTE Confidence: 0.91671103

00:25:45.610 --> 00:25:48.060 you think the faculty did well?

NOTE Confidence: 0.90736943

00:25:51.730 --> 00:25:56.290 He showed up. He was there in person. OK,

NOTE Confidence: 0.90736943

00:25:57.410 --> 00:25:58.770 that's that's a start, right?

NOTE Confidence: 0.90736943

00:25:59.330 --> 00:26:01.250 Yep. He did challenge

NOTE Confidence: 0.90736943

00:26:01.250 --> 00:26:02.690 the young professionals,

NOTE Confidence: 0.90736943

00:26:02.690 --> 00:26:03.848 asking them questions.

NOTE Confidence: 0.90736943

00:26:04.690 --> 00:26:07.930 OK, Anything else

NOTE Confidence: 0.90736943

00:26:09.810 --> 00:26:12.770 you apologize for being late? OK.

NOTE Confidence: 0.90736943

00:26:17.450 --> 00:26:18.250 Anything else?

NOTE Confidence: 0.93882614

00:26:19.310 --> 00:26:21.206 So one thing we think that the person

NOTE Confidence: 0.93882614

00:26:21.206 --> 00:26:23.830 didn't do terribly well but but could

NOTE Confidence: 0.93882614

00:26:23.830 --> 00:26:26.002 have been a positive was acknowledging

NOTE Confidence: 0.93882614

00:26:26.002 --> 00:26:28.030 some of the challenges that were

NOTE Confidence: 0.93882614

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00:26:28.030 --> 00:26:29.455 going on that particular morning.

NOTE Confidence: 0.93882614

00:26:29.455 --> 00:26:31.285 And so I think it's helpful

NOTE Confidence: 0.93882614

00:26:31.285 --> 00:26:32.790 for trainees to see that,

NOTE Confidence: 0.93882614

00:26:32.790 --> 00:26:34.030 although I don't know that this faculty

NOTE Confidence: 0.93882614

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

NOTE Confidence: 0.93882614

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

NOTE Confidence: 0.93882614

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

NOTE Confidence: 0.93882614

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

NOTE Confidence: 0.93882614

00:26:48.151 --> 00:26:50.319 things that the faculty member did to add

NOTE Confidence: 0.92852986

00:26:52.720 --> 00:26:55.653 Okay? How about the things that the

NOTE Confidence: 0.92852986

00:26:55.653 --> 00:26:58.520 faculty member did that were not ideal?

NOTE Confidence: 0.92852986

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

NOTE Confidence: 0.92852986

00:27:04.088 --> 00:27:07.696 correlate with climate because

NOTE Confidence: 0.92852986

00:27:07.696 --> 00:27:10.600 learning environment is always good.

NOTE Confidence: 0.92852986

00:27:12.840 --> 00:27:15.240 Yeah, it's in the classroom, right.

NOTE Confidence: 0.93437904

00:27:15.980 --> 00:27:17.180 Well, when I when I told,

NOTE Confidence: 0.93437904

00:27:17.180 --> 00:27:18.140 it's just a conference

NOTE Confidence: 0.93437904

00:27:18.140 --> 00:27:19.340 room is what we're told.

NOTE Confidence: 0.93437904

00:27:19.340 --> 00:27:21.740 Conference room in the.

NOTE Confidence: 0.93437904

00:27:21.740 --> 00:27:24.098 So it's probably a computer room

NOTE Confidence: 0.93437904

00:27:24.100 --> 00:27:26.338 slash conference room on the wards.

NOTE Confidence: 0.93437904

00:27:27.140 --> 00:27:28.236 Yes. In the classroom,

NOTE Confidence: 0.93437904

00:27:28.236 --> 00:27:30.420 in the lab or in a clinic.

NOTE Confidence: 0.93437904

00:27:30.420 --> 00:27:34.260 So there are low climates changing.

NOTE Confidence: 0.93437904

00:27:34.260 --> 00:27:38.700 Yes, yes, absolutely.

NOTE Confidence: 0.93437904

00:27:38.700 --> 00:27:40.256 Anything else? People identified

NOTE Confidence: 0.93437904

00:27:40.256 --> 00:27:42.860 that he didn't do well or he,

NOTE Confidence: 0.93437904

00:27:42.860 --> 00:27:43.856 he or she didn't do well?

NOTE Confidence: 0.92543066

00:27:44.250 --> 00:27:45.786 There's a degree of intimidation going

NOTE Confidence: 0.92543066

00:27:45.786 --> 00:27:47.986 on when he that sentence. Come on, guys.

NOTE Confidence: 0.92543066

00:27:47.986 --> 00:27:49.602 You know, you should know this.

NOTE Confidence: 0.92543066

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

NOTE Confidence: 0.92543066

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

NOTE Confidence: 0.92543066

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

NOTE Confidence: 0.92543066

00:27:56.490 --> 00:27:58.506 first patient, you hear,

NOTE Confidence: 0.92543066

00:27:58.506 --> 00:28:01.026 and you're already just showing

NOTE Confidence: 0.92543066

00:28:01.026 --> 00:28:02.734 dissatisfaction with their lack

NOTE Confidence: 0.92543066

00:28:02.734 --> 00:28:04.948 of response to the questions.

NOTE Confidence: 0.92543066

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

NOTE Confidence: 0.92543066

00:28:06.730 --> 00:28:07.370 Anything else?

NOTE Confidence: 0.92543066

00:28:07.370 --> 00:28:08.970 How about the very beginning?

NOTE Confidence: 0.9278266

00:28:10.500 --> 00:28:11.540 So at the very beginning,

NOTE Confidence: 0.9278266

00:28:11.540 --> 00:28:13.893 he sets the tone by not even asking, hey,

NOTE Confidence: 0.9278266

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

NOTE Confidence: 0.9278266

00:28:16.380 --> 00:28:18.105 Kind of acknowledging that they're

NOTE Confidence: 0.9278266

00:28:18.105 --> 00:28:20.847 coming out of or ending a a night call

NOTE Confidence: 0.9278266

00:28:20.847 --> 00:28:23.033 or a night shift and kind of trying to

NOTE Confidence: 0.9278266

00:28:23.033 --> 00:28:25.740 to show a little bit of of empathy or

NOTE Confidence: 0.9278266

00:28:25.740 --> 00:28:28.020 or learning where they're coming from.

NOTE Confidence: 0.9278266

00:28:28.020 --> 00:28:30.140 He just kind of quickly went

NOTE Confidence: 0.9278266

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

NOTE Confidence: 0.9278266

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

NOTE Confidence: 0.9278266

00:28:34.452 --> 00:28:36.708 almost like not not even asking

NOTE Confidence: 0.9278266

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

NOTE Confidence: 0.9278266

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

NOTE Confidence: 0.9266351

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

NOTE Confidence: 0.9266351

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

NOTE Confidence: 0.9266351

00:28:46.130 --> 00:28:50.350 no asking the names or the backgrounds

NOTE Confidence: 0.9266351

00:28:50.350 --> 00:28:52.878 or anything of the of the team. Right.

NOTE Confidence: 0.9266351

00:28:52.878 --> 00:28:56.074 It was all about the attending, right.

NOTE Confidence: 0.9266351

00:28:56.074 --> 00:28:59.602 The attending shows up and says about,

NOTE Confidence: 0.9266351

00:28:59.602 --> 00:29:01.949 you know, how this was the last minute switch

NOTE Confidence: 0.9266351

00:29:01.949 --> 00:29:03.649 that they weren't supposed to be there,

NOTE Confidence: 0.9266351

00:29:03.650 --> 00:29:05.690 that they can have a problem getting there.

NOTE Confidence: 0.9266351

00:29:05.690 --> 00:29:07.210 It was all how this,

NOTE Confidence: 0.9266351

00:29:07.210 --> 00:29:09.555 it was kind of interrupting their life

NOTE Confidence: 0.9266351

00:29:09.560 --> 00:29:11.720 before anything happens on the team, right.

NOTE Confidence: 0.9266351

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

NOTE Confidence: 0.9266351

00:29:13.848 --> 00:29:14.768 whether or not it's over

NOTE Confidence: 0.9266351

00:29:14.768 --> 00:29:15.720 the cap and you know,

NOTE Confidence: 0.9266351

00:29:15.720 --> 00:29:18.528 did they require all these transfers

NOTE Confidence: 0.9266351

00:29:18.528 --> 00:29:21.508 and all those kinds of kind of

NOTE Confidence: 0.9266351

00:29:21.508 --> 00:29:23.180 administrative things that really

NOTE Confidence: 0.9266351

00:29:23.250 --> 00:29:25.990 don't necessarily lend towards a

NOTE Confidence: 0.9266351

00:29:25.990 --> 00:29:27.634 positive learning environment.

NOTE Confidence: 0.9266351

00:29:27.640 --> 00:29:30.250 We're all the way the attending

NOTE Confidence: 0.9266351

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

NOTE Confidence: 0.9266351

00:29:31.560 --> 00:29:34.368 So those were all less than

NOTE Confidence: 0.9266351

00:29:34.368 --> 00:29:35.895 optimal behaviors.

NOTE Confidence: 0.9266351

00:29:35.895 --> 00:29:36.950 I

NOTE Confidence: 0.93235487

00:29:36.950 --> 00:29:37.889 think it's simple.

NOTE Confidence: 0.93235487

00:29:37.889 --> 00:29:39.649 If just say, how are you?

NOTE Confidence: 0.93235487

00:29:39.649 --> 00:29:41.158 How was call? I mean,

NOTE Confidence: 0.93235487

00:29:41.158 --> 00:29:42.716 there was nothing, you know?

NOTE Confidence: 0.93235487

00:29:42.716 --> 00:29:44.031 And if you're rounding with

NOTE Confidence: 0.93235487

00:29:44.031 --> 00:29:45.390 a team that's post call,

NOTE Confidence: 0.93235487

00:29:45.390 --> 00:29:46.990 most of them look like they're post call.

NOTE Confidence: 0.93235487

00:29:46.990 --> 00:29:50.210 So just whether the guy or gal

NOTE Confidence: 0.93235487

00:29:50.210 --> 00:29:51.950 is as empathetic as they come,

NOTE Confidence: 0.93235487

00:29:51.950 --> 00:29:53.834 that intro would show no empathy

NOTE Confidence: 0.93235487

00:29:53.834 --> 00:29:56.084 toward this team that may have not

NOTE Confidence: 0.93235487

00:29:56.084 --> 00:29:57.944 gotten a minute's sleep last night.

NOTE Confidence: 0.93235487

00:29:58.550 --> 00:30:00.606 Sure, sure, Absolutely So.

NOTE Confidence: 0.93235487

00:30:00.606 --> 00:30:04.149 So from the very beginning the tone

NOTE Confidence: 0.93235487

00:30:04.149 --> 00:30:07.150 was set at a very unfortunate point

NOTE Confidence: 0.93235487

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

NOTE Confidence: 0.93235487

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

NOTE Confidence: 0.93235487

00:30:13.340 --> 00:30:15.510 and not recognizing or empathizing

NOTE Confidence: 0.93235487

00:30:15.510 --> 00:30:18.250 with the team that worked up

NOTE Confidence: 0.93235487

00:30:18.250 --> 00:30:20.218 all these admissions overnight.

NOTE Confidence: 0.93235487

00:30:20.220 --> 00:30:23.740 Nor did the he or she introduced themselves

NOTE Confidence: 0.93235487

00:30:23.740 --> 00:30:26.876 or the OR the team members okay.

NOTE Confidence: 0.93235487

00:30:26.876 --> 00:30:29.060 And then how about we

NOTE Confidence: 0.9222306

00:30:29.060 --> 00:30:32.310 also talked about boundaries issues.

NOTE Confidence: 0.9222306

00:30:32.310 --> 00:30:33.948 You know, there's the cliche of I'm

NOTE Confidence: 0.9222306

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

NOTE Confidence: 0.9222306

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

NOTE Confidence: 0.9222306

00:30:37.190 --> 00:30:39.774 but I'm not really present

NOTE Confidence: 0.9222306

00:30:39.774 --> 00:30:41.790 or available to you.

NOTE Confidence: 0.9222306

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

NOTE Confidence: 0.9222306

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

NOTE Confidence: 0.9222306

00:30:49.716 --> 00:30:51.631 importance of setting boundaries around

NOTE Confidence: 0.9222306

00:30:51.631 --> 00:30:53.390 something you consider important.

NOTE Confidence: 0.9222306

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

NOTE Confidence: 0.9222306

00:30:54.650 --> 00:30:56.225 then it doesn't really matter.

NOTE Confidence: 0.92593646

00:30:57.570 --> 00:30:59.971 Sure. So the fact that the attendee

NOTE Confidence: 0.92593646

00:30:59.971 --> 00:31:02.190 is responding to a text message

NOTE Confidence: 0.92593646

00:31:02.190 --> 00:31:04.541 during the presentation by the by

NOTE Confidence: 0.92593646

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

NOTE Confidence: 0.92593646

00:31:07.490 --> 00:31:09.898 but again no empathy for the team and

NOTE Confidence: 0.92593646

00:31:09.898 --> 00:31:12.649 the and the needs for them as learners.

NOTE Confidence: 0.92593646

00:31:12.650 --> 00:31:14.071 It it sends a lot of messages

NOTE Confidence: 0.92593646

00:31:14.071 --> 00:31:15.410 that this is not important,

NOTE Confidence: 0.92593646

00:31:15.410 --> 00:31:17.850 as important as what the text message is.

NOTE Confidence: 0.92593646

00:31:17.850 --> 00:31:20.554 And this is picked up on by teams

NOTE Confidence: 0.92593646

00:31:20.554 --> 00:31:23.209 all the time when this happens.

NOTE Confidence: 0.92593646

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

NOTE Confidence: 0.9329997

00:31:26.960 --> 00:31:28.208 that anyone noted that the attending

NOTE Confidence: 0.9329997

00:31:28.208 --> 00:31:29.550 did or that the attending didn't

NOTE Confidence: 0.9329997

00:31:29.550 --> 00:31:30.960 do that they should have done.

NOTE Confidence: 0.9329997

00:31:36.760 --> 00:31:39.400 One of the things that came up in

NOTE Confidence: 0.9329997

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

NOTE Confidence: 0.9329997

00:31:42.780 --> 00:31:45.864 role modeling behavior that you know,

NOTE Confidence: 0.9329997

00:31:45.864 --> 00:31:47.924 that they just weren't prioritizing

NOTE Confidence: 0.9329997

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

NOTE Confidence: 0.9329997

00:31:49.840 --> 00:31:52.898 I have a meeting at 9:00 and you

NOTE Confidence: 0.9329997

00:31:52.898 --> 00:31:56.070 know answering the text message and

NOTE Confidence: 0.9329997

00:31:56.070 --> 00:31:58.290 you know the the, the flip side of

NOTE Confidence: 0.9329997

00:31:58.290 --> 00:31:59.665 that which I really appreciated.

NOTE Confidence: 0.9329997

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

00:32:01.315 --> 00:32:02.978 was saying, well there's nothing wrong

00:32:02.978 --> 00:32:05.509 with modeling that you have a lot going on.

00:32:05.510 --> 00:32:07.505 It's just how you set the priorities,

00:32:07.510 --> 00:32:09.148 how you inquire what what does

00:32:09.148 --> 00:32:11.230 the team have to do this morning,

00:32:11.230 --> 00:32:12.154 when is morning report,

00:32:12.154 --> 00:32:13.309 when are these other things,

00:32:13.310 --> 00:32:15.102 do they have to get their 11:00

00:32:15.102 --> 00:32:15.870 AM discharges done?

00:32:15.870 --> 00:32:17.310 I have these meetings let's,

00:32:17.310 --> 00:32:19.366 you know come up with a plan together

00:32:19.366 --> 00:32:21.385 would have been a way that could have

00:32:21.385 --> 00:32:23.070 been done in a more productive way.

00:32:23.590 --> 00:32:26.315 Karen Hutchinson made a very

00:32:26.315 --> 00:32:28.806 good point about, you know,

00:32:28.806 --> 00:32:32.811 how you mentor and how you model and what

NOTE Confidence: 0.9251158

00:32:32.811 --> 00:32:36.227 that means down the line to learners.

NOTE Confidence: 0.9251158

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

NOTE Confidence: 0.9251158

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

NOTE Confidence: 0.9251158

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

NOTE Confidence: 0.92512417

00:32:46.120 --> 00:32:47.317 but for the little bit of Thunder,

NOTE Confidence: 0.92512417

00:32:47.320 --> 00:32:48.945 I was just referencing the

NOTE Confidence: 0.92512417

00:32:48.945 --> 00:32:50.932 clear program from the A/C GME

NOTE Confidence: 0.92512417

00:32:50.932 --> 00:32:52.720 and how that that was founded.

NOTE Confidence: 0.92512417

00:32:52.720 --> 00:32:55.988 Basically in recognition of the

NOTE Confidence: 0.92512417

00:32:55.988 --> 00:32:59.358 fact that our trainees behave

NOTE Confidence: 0.92512417

00:32:59.360 --> 00:33:01.640 as they were trained to behave.

NOTE Confidence: 0.92512417

00:33:01.640 --> 00:33:05.158 And if 15 years out they they imitate

NOTE Confidence: 0.92512417

00:33:05.160 --> 00:33:06.960 as you know like we imitate our parents,

NOTE Confidence: 0.92512417

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

NOTE Confidence: 0.92512417

00:33:07.920 --> 00:33:09.698 So this is not a medical knowledge

NOTE Confidence: 0.92512417

00:33:09.698 --> 00:33:10.838 or patient care issue.

NOTE Confidence: 0.92512417

00:33:10.840 --> 00:33:12.919 This is just how they were treated,

NOTE Confidence: 0.92512417

00:33:12.920 --> 00:33:15.440 is how they treat others and we know this,

NOTE Confidence: 0.92512417

00:33:15.440 --> 00:33:19.360 but it's a huge focus for the A/C GME well

NOTE Confidence: 0.93082684

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

NOTE Confidence: 0.93082684

00:33:21.906 --> 00:33:24.606 you throw a Pebble in the pond and

NOTE Confidence: 0.93082684

00:33:24.606 --> 00:33:27.638 the ripples go out quite a distance.

NOTE Confidence: 0.93082684

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

NOTE Confidence: 0.93082684

00:33:29.626 --> 00:33:31.380 culture and it doesn't start with

NOTE Confidence: 0.93082684

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

NOTE Confidence: 0.93082684

00:33:32.800 --> 00:33:34.078 setting the environment,

NOTE Confidence: 0.93082684

00:33:34.078 --> 00:33:37.400 modeling the things you want people to see,

NOTE Confidence: 0.93082684

00:33:37.400 --> 00:33:40.037 how many years is this going to take until

NOTE Confidence: 0.93082684

00:33:40.040 --> 00:33:43.520 the environment can substantially change?

NOTE Confidence: 0.93994874

00:33:45.480 --> 00:33:48.320 Absolutely all, all excellent points,

NOTE Confidence: 0.93994874

00:33:48.320 --> 00:33:50.640 not only the concrete issues,

NOTE Confidence: 0.93994874

00:33:50.640 --> 00:33:53.790 but the impact of those issues

NOTE Confidence: 0.93994874

00:33:53.790 --> 00:33:55.590 lasting years and generations. So.

NOTE Confidence: 0.93994874

00:33:55.590 --> 00:33:57.746 So if we were just kind of like

NOTE Confidence: 0.93994874

00:33:57.746 --> 00:33:59.476 summarize what people were saying,

NOTE Confidence: 0.93994874

00:33:59.480 --> 00:34:01.840 that the behavioral limitations of

NOTE Confidence: 0.93994874

00:34:01.840 --> 00:34:04.588 the faculty member was that they

NOTE Confidence: 0.93994874

00:34:04.588 --> 00:34:06.916 never introduced his or her name,

NOTE Confidence: 0.93994874

00:34:06.920 --> 00:34:08.996 never asked the learners their names,

NOTE Confidence: 0.93994874

00:34:09.000 --> 00:34:11.919 didn't ask the learners their learning goals.

NOTE Confidence: 0.93994874

00:34:11.920 --> 00:34:13.912 There was a lack of enthusiasm for patient

NOTE Confidence: 0.93994874

00:34:13.912 --> 00:34:15.614 care with divided attention, right?

NOTE Confidence: 0.93994874

00:34:15.614 --> 00:34:17.378 Was worried about their own research

NOTE Confidence: 0.93994874

00:34:17.378 --> 00:34:19.393 meeting and the text messages they

NOTE Confidence: 0.93994874

00:34:19.393 --> 00:34:21.198 were receiving during the presentation.

NOTE Confidence: 0.93994874

00:34:21.200 --> 00:34:23.816 They were unfriendly and questioning and

NOTE Confidence: 0.93994874

00:34:23.816 --> 00:34:27.069 refer to learners as interns and students

NOTE Confidence: 0.93994874

00:34:27.070 --> 00:34:30.070 and not by their individual names.

NOTE Confidence: 0.93994874

00:34:30.070 --> 00:34:32.800 So the session overall was not

NOTE Confidence: 0.93994874

00:34:32.800 --> 00:34:34.775 learner focused and was disease

NOTE Confidence: 0.93994874

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

NOTE Confidence: 0.93994874

00:34:36.550 --> 00:34:40.085 So these are concrete things that we

NOTE Confidence: 0.93994874

00:34:40.085 --> 00:34:43.680 can identify in this setting that were

NOTE Confidence: 0.93994874

00:34:43.680 --> 00:34:46.110 limitations in the behavior exactly number.

NOTE Confidence: 0.92472935

00:34:47.830 --> 00:34:49.315 Thank you. I'm going to

NOTE Confidence: 0.92472935

00:34:49.315 --> 00:34:50.470 move on to case two just in

NOTE Confidence: 0.9302442

00:34:50.513 --> 00:34:51.377 the interest of time,

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

00:34:53.084 --> 00:34:54.660 to discuss this one as well.

NOTE Confidence: 0.9302442

00:34:54.660 --> 00:34:58.338 So again, please, you'll pay attention,

NOTE Confidence: 0.9302442

00:34:58.340 --> 00:35:00.636 take notes during the reading of the

NOTE Confidence: 0.9302442

63

00:35:00.636 --> 00:35:03.280 case and then we'll break you out into

NOTE Confidence: 0.9302442

00:35:03.280 --> 00:35:04.940 breakout readings again to discuss

NOTE Confidence: 0.9302442

00:35:04.940 --> 00:35:07.703 what you see is both the good and bad

NOTE Confidence: 0.9302442

00:35:07.703 --> 00:35:10.020 learning climate strategies displayed.

NOTE Confidence: 0.9302442

00:35:10.020 --> 00:35:11.769 So, same situation.

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

00:35:15.930 --> 00:35:17.880 I'm excited to start as you're

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

00:35:18.530 --> 00:35:20.087 I know you must have had a busy night,

NOTE Confidence: 0.9302442

00:35:20.090 --> 00:35:21.178 but before we begin,

NOTE Confidence: 0.9302442

00:35:21.178 --> 00:35:23.169 I was wondering if we could take

NOTE Confidence: 0.9302442

00:35:23.169 --> 00:35:25.234 5 to 10 minutes to gather our

NOTE Confidence: 0.9302442

00:35:25.234 --> 00:35:26.848 thoughts together about how we best

NOTE Confidence: 0.9302442

00:35:26.850 --> 00:35:29.250 do work rounds and teaching rounds,

NOTE Confidence: 0.9302442

00:35:29.250 --> 00:35:31.402 the resident says. Okay.

NOTE Confidence: 0.9302442

00:35:31.402 --> 00:35:31.940 Sure.

NOTE Confidence: 0.9302442

00:35:31.940 --> 00:35:32.316 First,

NOTE Confidence: 0.9302442

00:35:32.316 --> 00:35:34.786 I'd like to each I'd like each of you to

NOTE Confidence: 0.9302442

00:35:34.786 --> 00:35:36.379 know that I've been attending several years,

NOTE Confidence: 0.9302442

00:35:36.380 --> 00:35:38.900 but I still learn medicine every day

NOTE Confidence: 0.9302442

00:35:38.900 --> 00:35:40.180 from our patients, our residents,

NOTE Confidence: 0.9302442

00:35:40.180 --> 00:35:41.420 our interns, and our students.

NOTE Confidence: 0.9302442

00:35:41.420 --> 00:35:43.100 We all have gaps in our knowledge,

NOTE Confidence: 0.9302442

00:35:43.100 --> 00:35:44.980 but we can learn from each other and as a

NOTE Confidence: 0.9302442

00:35:45.030 --> 00:35:47.535 team, give the best care to our patients.

NOTE Confidence: 0.9302442

00:35:47.540 --> 00:35:49.052 I'd like each of you to tell us your

NOTE Confidence: 0.9302442

00:35:49.052 --> 00:35:50.659 name and something important about you.

NOTE Confidence: 0.9302442

00:35:50.660 --> 00:35:51.108 I'll start.

NOTE Confidence: 0.9302442

00:35:51.108 --> 00:35:51.556 I'm Joanna.

NOTE Confidence: 0.9302442

00:35:51.556 --> 00:35:53.180 I'm a proud mother of two boys,

NOTE Confidence: 0.9302442

00:35:53.180 --> 00:35:55.539 and I was a former Yale intern.

NOTE Confidence: 0.9302442

00:35:55.540 --> 00:35:56.839 The residents, interns,

NOTE Confidence: 0.9302442

00:35:56.839 --> 00:35:59.437 and students introduce themselves with a

NOTE Confidence: 0.9302442

00:35:59.437 --> 00:36:02.039 brief personal feature about themselves,

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

00:36:02.500 --> 00:36:04.340 I'd like the most junior member of the

NOTE Confidence: 0.9302442

00:36:04.393 --> 00:36:06.080 team to present the patients each day.

NOTE Confidence: 0.9302442

00:36:06.080 --> 00:36:07.598 The students get the first opportunity,

NOTE Confidence: 0.9302442

00:36:07.600 --> 00:36:09.040 then interns and residents.

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

00:36:09.760 --> 00:36:11.139 I'd like you to try to present

NOTE Confidence: 0.9302442

00:36:11.139 --> 00:36:12.473 at the bedside for each patient

NOTE Confidence: 0.9302442

00:36:12.473 --> 00:36:13.865 and mention only the key elements

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

00:36:15.505 --> 00:36:16.593 relevant to the submission.

NOTE Confidence: 0.9302442

00:36:16.600 --> 00:36:18.357 We can invite the patient to clarify

NOTE Confidence: 0.9302442

00:36:18.357 --> 00:36:20.638 any issues and describe our plan for the day.

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

00:36:23.330 --> 00:36:24.082 Later in the day,

NOTE Confidence: 0.9302442

00:36:24.082 --> 00:36:25.728 we can all read about the key issues

NOTE Confidence: 0.9302442

00:36:25.728 --> 00:36:27.144 that arise in our patients and

NOTE Confidence: 0.9302442

00:36:27.144 --> 00:36:28.888 discuss them together at teaching rounds.

NOTE Confidence: 0.9302442

00:36:28.890 --> 00:36:31.221 I will try to identify original literature

NOTE Confidence: 0.9302442

00:36:31.221 --> 00:36:32.610 that illustrates important points,

NOTE Confidence: 0.9302442

00:36:32.610 --> 00:36:34.234 and at our first teaching rounds I'd

NOTE Confidence: 0.9302442

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

NOTE Confidence: 0.9302442

00:36:36.095 --> 00:36:37.490 learning goals for the rotation.

NOTE Confidence: 0.9302442

00:36:37.490 --> 00:36:38.840 We can meet at the end of the week

NOTE Confidence: 0.9302442

00:36:38.840 --> 00:36:40.369 to give each other feedback as to

NOTE Confidence: 0.9302442

00:36:40.369 --> 00:36:41.515 whether those goals were achieved

NOTE Confidence: 0.9302442

00:36:41.515 --> 00:36:43.013 and whether we need to change or

NOTE Confidence: 0.9302442

00:36:43.013 --> 00:36:44.530 workflow or teaching sessions.

NOTE Confidence: 0.9302442

00:36:44.530 --> 00:36:46.690 Residents. That sounds great.

NOTE Confidence: 0.9302442

00:36:46.690 --> 00:36:47.970 Does anyone have any questions

NOTE Confidence: 0.9302442

00:36:47.970 --> 00:36:49.250 or advice at this point?

NOTE Confidence: 0.9302442

00:36:49.250 --> 00:36:49.906 If not,

NOTE Confidence: 0.9302442

00:36:49.906 --> 00:36:51.874 why don't we go evaluate the

NOTE Confidence: 0.9302442

00:36:51.874 --> 00:36:53.594 first patient and we invite Lisa,

NOTE Confidence: 0.9302442

00:36:53.594 --> 00:36:54.126 our student,

NOTE Confidence: 0.9302442

00:36:54.130 --> 00:36:56.488 to please present at the bedside.

NOTE Confidence: 0.9302442

00:36:56.490 --> 00:36:56.996 All right.

NOTE Confidence: 0.9302442

00:36:56.996 --> 00:36:58.767 I'm going to put you back into

NOTE Confidence: 0.9302442

00:36:58.767 --> 00:37:02.318 your breakout rooms and we'll

NOTE Confidence: 0.9302442

00:37:02.318 --> 00:37:03.686 see you in about 7 minutes.

NOTE Confidence: 0.93891734

00:37:09.800 --> 00:37:10.160 Welcome

NOTE Confidence: 0.93891734

00:37:11.760 --> 00:37:13.360 back, don't talk about.

NOTE Confidence: 0.93891734

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

NOTE Confidence: 0.93891734

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

NOTE Confidence: 0.93891734

00:37:21.957 --> 00:37:24.178 come back just in the interest of time.

NOTE Confidence: 0.93891734

00:37:24.180 --> 00:37:25.896 We only have 5 more minutes.

NOTE Confidence: 0.93891734

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

NOTE Confidence: 0.93891734

00:37:29.908 --> 00:37:36.730 as the the aspects of this attendings,

NOTE Confidence: 0.93891734

00:37:36.730 --> 00:37:38.270 learning climate strategies that were

NOTE Confidence: 0.93891734

00:37:38.270 --> 00:37:40.649 good and then the few that were poor.

NOTE Confidence: 0.93891734

00:37:40.650 --> 00:37:42.190 Be very happy to hear if people

NOTE Confidence: 0.93891734

00:37:42.190 --> 00:37:43.290 have other thoughts about it.

NOTE Confidence: 0.93891734

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

NOTE Confidence: 0.93891734

00:37:45.314 --> 00:37:46.903 the the five characteristics

NOTE Confidence: 0.93891734

00:37:46.903 --> 00:37:48.368 of a good learning climate,

NOTE Confidence: 0.93891734

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

NOTE Confidence: 0.93891734

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

NOTE Confidence: 0.93891734

00:37:51.898 --> 00:37:53.290 She introduces herself.

NOTE Confidence: 0.93891734

00:37:53.290 --> 00:37:54.942 She's interested in learning

NOTE Confidence: 0.93891734

00:37:54.942 --> 00:37:56.486 about her learners,

NOTE Confidence: 0.93891734

00:37:56.486 --> 00:38:00.066 ask them questions about themselves.

NOTE Confidence: 0.93891734

00:38:00.070 --> 00:38:01.345 She's she seems to be

NOTE Confidence: 0.93891734

00:38:01.345 --> 00:38:02.110 organized and structured.

NOTE Confidence: 0.93891734

00:38:02.110 --> 00:38:03.388 We don't see how the actual

NOTE Confidence: 0.93891734

00:38:03.388 --> 00:38:04.027 teaching session goes,

NOTE Confidence: 0.93891734

00:38:04.030 --> 00:38:06.886 but she's being very organized and thoughtful

NOTE Confidence: 0.93891734

00:38:06.886 --> 00:38:09.587 about how their their rounds will go.

NOTE Confidence: 0.93891734

00:38:09.590 --> 00:38:11.414 She's very learner focused.

NOTE Confidence: 0.93891734

00:38:11.414 --> 00:38:14.150 She asks them to identify goals,

NOTE Confidence: 0.93891734

00:38:14.150 --> 00:38:16.590 asks what the things that they'll

NOTE Confidence: 0.93891734

00:38:16.590 --> 00:38:18.670 be wanting to learn about,

NOTE Confidence: 0.93891734

00:38:18.670 --> 00:38:21.946 and it included all levels of learners,

NOTE Confidence: 0.93891734

00:38:21.950 --> 00:38:22.374 right?

NOTE Confidence: 0.93891734

00:38:22.374 --> 00:38:24.494 She has having her students

NOTE Confidence: 0.93891734

00:38:24.494 --> 00:38:27.036 present 1st and then you know,

NOTE Confidence: 0.93891734

00:38:27.036 --> 00:38:29.151 having at the different levels

NOTE Confidence: 0.93891734

00:38:29.151 --> 00:38:31.160 present after the students.

NOTE Confidence: 0.93891734

00:38:31.160 --> 00:38:31.920 I mean then you know,

NOTE Confidence: 0.93891734

00:38:31.920 --> 00:38:33.194 we don't know how engaging she is,

NOTE Confidence: 0.93891734

00:38:33.200 --> 00:38:35.122 but she seemed to be, you know,

NOTE Confidence: 0.93891734

00:38:35.122 --> 00:38:37.789 warm and and outgoing and she certainly

NOTE Confidence: 0.93891734

00:38:37.789 --> 00:38:40.120 was engaged with her learners.

NOTE Confidence: 0.93891734

00:38:40.120 --> 00:38:41.863 So a very different feeling of a

NOTE Confidence: 0.93891734

00:38:41.863 --> 00:38:43.359 learning climate from the first case,

NOTE Confidence: 0.93891734

00:38:43.360 --> 00:38:43.654 however,

NOTE Confidence: 0.93891734

00:38:43.654 --> 00:38:44.242 not perfect.

NOTE Confidence: 0.93891734

00:38:44.242 --> 00:38:46.300 And so I think there are some

NOTE Confidence: 0.93891734

00:38:46.367 --> 00:38:47.812 things that she could maybe

NOTE Confidence: 0.93891734

00:38:47.812 --> 00:38:49.720 have done a little bit better.

NOTE Confidence: 0.93891734

00:38:49.720 --> 00:38:50.320 You know,

NOTE Confidence: 0.93891734

00:38:50.320 --> 00:38:52.120 she's seeking feedback on how things

NOTE Confidence: 0.93891734

00:38:52.120 --> 00:38:54.200 are going, but not for a week.

NOTE Confidence: 0.93891734

00:38:54.200 --> 00:38:56.670 And after they've been together,

NOTE Confidence: 0.93891734

00:38:56.670 --> 00:38:58.470 that seems like kind of a long time

NOTE Confidence: 0.93891734

00:38:58.470 --> 00:39:00.828 to be checking in to see if if things

NOTE Confidence: 0.93891734

00:39:00.828 --> 00:39:02.389 are working well for the team.

NOTE Confidence: 0.93891734

00:39:02.390 --> 00:39:05.267 And she doesn't ask sort of upfront

NOTE Confidence: 0.93891734

00:39:05.270 --> 00:39:09.309 for input about how how to run things.

NOTE Confidence: 0.93891734

00:39:09.310 --> 00:39:10.960 She sort of tells the team

NOTE Confidence: 0.93891734

00:39:10.960 --> 00:39:12.310 how it's going to go.

NOTE Confidence: 0.93891734

00:39:12.310 --> 00:39:14.753 Many of us really like our residents

NOTE Confidence: 0.93891734

00:39:14.753 --> 00:39:17.495 to be the ones running the service and

NOTE Confidence: 0.93891734

00:39:17.495 --> 00:39:19.430 running the team and and coming up with,

NOTE Confidence: 0.93891734

00:39:19.430 --> 00:39:21.390 you know, how rounds are going to run.

NOTE Confidence: 0.93891734

00:39:21.390 --> 00:39:24.100 And so she's a little bit, you know,

NOTE Confidence: 0.93891734

00:39:24.100 --> 00:39:26.320 not learner focused in that way.

NOTE Confidence: 0.93891734

00:39:26.320 --> 00:39:28.904 Many of us would again really invite our

NOTE Confidence: 0.93891734

00:39:28.904 --> 00:39:30.600 our residents to actually participate

NOTE Confidence: 0.93891734

00:39:30.600 --> 00:39:33.249 a lot more right up front about about

NOTE Confidence: 0.93891734

00:39:33.249 --> 00:39:35.237 how the service is going to run.

NOTE Confidence: 0.93891734

00:39:35.240 --> 00:39:36.920 So those are the big things

NOTE Confidence: 0.93891734

00:39:36.920 --> 00:39:38.040 that I've identified it.

NOTE Confidence: 0.93891734

00:39:38.040 --> 00:39:39.840 Does anybody have any quick thoughts?

NOTE Confidence: 0.93891734

00:39:39.840 --> 00:39:41.808 Just before we we move on

NOTE Confidence: 0.93891734

00:39:41.808 --> 00:39:43.120 and and take questions,

NOTE Confidence: 0.92912966

00:39:45.360 --> 00:39:48.748 one person in our group noticed that

NOTE Confidence: 0.940472

00:39:48.750 --> 00:39:51.060 she tapped the student and thought it

NOTE Confidence: 0.940472

00:39:51.060 --> 00:39:53.970 may have been more appropriate to say

NOTE Confidence: 0.940472

00:39:53.970 --> 00:39:56.430 we'll have you presented the bedside.

NOTE Confidence: 0.940472

00:39:56.430 --> 00:39:58.692 Are you comfortable with that? Yes.

NOTE Confidence: 0.940472

00:39:58.692 --> 00:40:00.984 Before putting her into that position,

NOTE Confidence: 0.940472

00:40:01.470 --> 00:40:03.990 Yes, that's a really good point. Thank you.

NOTE Confidence: 0.940472

00:40:06.030 --> 00:40:08.350 All right. So with that.

NOTE Confidence: 0.94037753

00:40:14.400 --> 00:40:16.340 Hopefully you leave here understanding

NOTE Confidence: 0.94037753

00:40:16.340 --> 00:40:19.083 that learning climate is a miliere in

NOTE Confidence: 0.94037753

00:40:19.083 --> 00:40:21.234 which learning takes place per learning

NOTE Confidence: 0.94037753

00:40:21.234 --> 00:40:22.582 climate diminishes the effectiveness

NOTE Confidence: 0.94037753

00:40:22.582 --> 00:40:24.319 of the teaching that you do.

NOTE Confidence: 0.94037753

00:40:24.320 --> 00:40:25.795 A good learning climate enhances

NOTE Confidence: 0.94037753

00:40:25.795 --> 00:40:27.760 teaching and helps with team building,

NOTE Confidence: 0.94037753

00:40:27.760 --> 00:40:29.830 and it really is foundational to

NOTE Confidence: 0.94037753

00:40:29.830 --> 00:40:32.240 everything else that you do in education.

NOTE Confidence: 0.94037753

00:40:32.240 --> 00:40:33.926 But the good news is learning

NOTE Confidence: 0.94037753

00:40:33.926 --> 00:40:35.731 climate involves a set of skills

NOTE Confidence: 0.94037753

00:40:35.731 --> 00:40:37.597 which can be practiced and mastered.

NOTE Confidence: 0.94037753

00:40:37.600 --> 00:40:39.976 And hopefully you feel like you've

NOTE Confidence: 0.94037753

00:40:39.976 --> 00:40:41.560 learned something here today

NOTE Confidence: 0.94037753

00:40:41.625 --> 00:40:43.697 that that can help you with that.

NOTE Confidence: 0.94037753

00:40:43.700 --> 00:40:46.092 So this is the hopefully you

NOTE Confidence: 0.94037753

00:40:46.092 --> 00:40:46.860 can all see this,

NOTE Confidence: 0.94037753

00:40:46.860 --> 00:40:50.500 this is the evaluation form.

NOTE Confidence: 0.94037753

00:40:50.500 --> 00:40:52.596 I don't know if Linda can pop this

NOTE Confidence: 0.94037753

00:40:52.596 --> 00:40:54.219 into the Zoom chat for us.

NOTE Confidence: 0.92365867

00:40:55.220 --> 00:40:56.260 It's in the chat, so.

NOTE Confidence: 0.92365867

00:40:56.620 --> 00:40:58.300 Oh, thank you. Thanks, Janet.

NOTE Confidence: 0.92365867

00:40:58.300 --> 00:41:01.774 And there's the, the QR code you can use.

NOTE Confidence: 0.92365867

00:41:01.780 --> 00:41:04.300 And we're going to set a timer

NOTE Confidence: 0.92365867

00:41:04.300 --> 00:41:07.820 for a minute to give everybody

NOTE Confidence: 0.92365867

00:41:07.820 --> 00:41:09.860 a chance to give us evaluation.

NOTE Confidence: 0.92365867

00:41:09.860 --> 00:41:12.158 And again, we are very interested

NOTE Confidence: 0.92365867

00:41:12.158 --> 00:41:14.639 in your feedback on the session,

NOTE Confidence: 0.92365867

00:41:14.640 --> 00:41:15.480 what went well,

NOTE Confidence: 0.92365867

00:41:15.480 --> 00:41:17.440 what we could do to improve things

NOTE Confidence: 0.92365867

00:41:17.440 --> 00:41:22.235 And then we'll be open for questions.

NOTE Confidence: 0.92365867

00:41:22.240 --> 00:41:23.720 And feel free to ask questions now, I guess.

NOTE Confidence: 0.91713834

00:41:24.280 --> 00:41:26.345 Yeah, just to say that the QR

NOTE Confidence: 0.91713834

00:41:26.345 --> 00:41:28.520 code is taking us to a different

NOTE Confidence: 0.91713834

00:41:28.520 --> 00:41:32.000 session when we. Yeah, the 6th. No,

NOTE Confidence: 0.9354403

00:41:34.620 --> 00:41:36.810 Linda, any thoughts is how about

NOTE Confidence: 0.9354403

00:41:36.810 --> 00:41:40.060 the URL works to the right one. OK.

NOTE Confidence: 0.9354403

00:41:40.060 --> 00:41:41.900 Oh, thank you. Thanks, John. Yeah,

NOTE Confidence: 0.9354403

00:41:41.900 --> 00:41:44.020 the one in chat takes us to the correct one.

NOTE Confidence: 0.9354403

00:41:44.420 --> 00:41:48.300 OK. Thank you everybody for realizing that.

NOTE Confidence: 0.9354403

00:41:50.940 --> 00:41:51.380 Hello.

NOTE Confidence: 0.9354403

00:41:55.660 --> 00:41:58.180 Any questions while people are

NOTE Confidence: 0.9354403

00:41:58.180 --> 00:41:59.810 doing their evaluations and we're

NOTE Confidence: 0.9354403

00:41:59.810 --> 00:42:01.860 happy to answer them just because

NOTE Confidence: 0.9354403

00:42:01.860 --> 00:42:03.180 we're officially out of time.

NOTE Confidence: 0.92904896

00:42:05.640 --> 00:42:07.595 We appreciate having such a

NOTE Confidence: 0.92904896

00:42:07.595 --> 00:42:09.550 great diverse audience of people

NOTE Confidence: 0.92904896

00:42:09.619 --> 00:42:12.160 with such a broad expertise and

NOTE Confidence: 0.92904896

00:42:12.160 --> 00:42:14.440 different levels of of training.

NOTE Confidence: 0.92904896

00:42:14.440 --> 00:42:16.120 It's great to have all of you here.

NOTE Confidence: 0.92904896

00:42:16.120 --> 00:42:18.192 We appreciate any input you can give

NOTE Confidence: 0.92904896

00:42:18.192 --> 00:42:20.160 to us to constantly improve this.

NOTE Confidence: 0.92904896

00:42:21.360 --> 00:42:24.920 So the CMA code says sorry,

NOTE Confidence: 0.92904896

00:42:27.040 --> 00:42:28.240 there was a problem with it.

NOTE Confidence: 0.92904896

00:42:28.240 --> 00:42:30.015 Linda's taking everyone's name down

NOTE Confidence: 0.92904896

00:42:30.015 --> 00:42:33.490 and she will submit them that we.

NOTE Confidence: 0.92904896

00:42:33.490 --> 00:42:35.342 Yeah, let's see the the

NOTE Confidence: 0.92904896

00:42:35.342 --> 00:42:38.064 text code did not work. OK.

NOTE Confidence: 0.92904896

00:42:38.064 --> 00:42:39.948 But all your names been registered,

NOTE Confidence: 0.92904896

00:42:39.950 --> 00:42:41.550 so you'll receive the credit.

NOTE Confidence: 0.9288469

00:42:42.750 --> 00:42:44.070 Yeah. It's a great session.

NOTE Confidence: 0.9288469

00:42:44.070 --> 00:42:45.892 Thank you. Thank you.

NOTE Confidence: 0.9288469

00:42:45.892 --> 00:42:47.547 And again, any any comments,

NOTE Confidence: 0.9288469

00:42:47.550 --> 00:42:48.866 last thoughts or questions,

NOTE Confidence: 0.9288469

00:42:48.866 --> 00:42:51.420 we're I'm happy to stay on for a

NOTE Confidence: 0.9288469

00:42:51.420 --> 00:42:52.814 few minutes and and answer them.

NOTE Confidence: 0.9288469

00:42:52.814 --> 00:42:54.062 And thank you so much for,

NOTE Confidence: 0.9288469

00:42:54.070 --> 00:42:55.995 for participating and the upcoming

NOTE Confidence: 0.9288469

00:42:55.995 --> 00:42:58.510 sessions are going to be amazing.

NOTE Confidence: 0.9288469

00:42:58.510 --> 00:43:00.030 These are all wonderful educators,

NOTE Confidence: 0.9288469

00:43:00.030 --> 00:43:01.790 so I strongly encourage you to attend them.

NOTE Confidence: 0.93415296

00:43:03.350 --> 00:43:05.228 Thank you so much. Thank you.

NOTE Confidence: 0.93415296

00:43:06.550 --> 00:43:07.854 Thank you very much.

NOTE Confidence: 0.93415296

00:43:07.854 --> 00:43:09.230 Great session. Thank you.