WEBVTT

00:00:00.000 --> 00:00:03.396 On the Master Adaptive Learner model,

00:00:03.400 --> 00:00:06.322 an innovative approach to lifelong learning

00:00:06.322 --> 00:00:09.639 which is so critical for our students,

00:00:09.640 --> 00:00:10.948 residents and faculty.

00:00:10.948 --> 00:00:13.564 He currently is the Senior Associate

00:00:13.564 --> 00:00:16.011 Dean for Undergraduate Medical Education

00:00:16.011 --> 00:00:19.333 and the Associate Professor in PEDs at

00:00:19.333 --> 00:00:21.398 Critical Care Medicine at Vanderbilt,

00:00:21.400 --> 00:00:23.493 where you all know our Dean was

00:00:23.493 --> 00:00:25.559 Chair of Medicine there for a while.

00:00:25.560 --> 00:00:27.580 He's been engaged with us

00:00:27.580 --> 00:00:30.080 because Bill and our team here,

00:00:30.080 --> 00:00:32.096 it was John and Michael Green and

00:00:32.096 --> 00:00:33.759 Mike Schwartz and a few others,

00:00:33.760 --> 00:00:36.000 Dana on our EPA project.

00:00:36.000 --> 00:00:39.114 So we've known Bill for a number of years.

00:00:39.120 --> 00:00:40.996 What you're talking about today, Bill,

00:00:40.996 --> 00:00:42.928 you've done so much scholarship with some

00:00:42.928 --> 00:00:45.319 of our other medical education colleagues.

00:00:45.320 --> 00:00:47.275 It's so important to really

00:00:47.275 --> 00:00:48.839 think about lifelong learning.

00:00:48.840 --> 00:00:50.560 You've written the books,

00:00:50.560 --> 00:00:53.140 you've written articles and when I

00:00:53.212 --> 00:00:55.732 look back and I'm so proud that you

00:00:55.732 --> 00:00:59.168 know you you originally he went to

00:00:59.168 --> 00:01:01.690 medical school and and then you ended

00:01:01.690 --> 00:01:04.798 up as a in PEDs and you went to Baylor,

00:01:04.800 --> 00:01:08.230 then you moved to Vanderbilt and you

00:01:08.230 --> 00:01:11.639 also had you did a master's in education.

NOTE Confidence: 0.954452518333333

00:01:11.640 --> 00:01:15.518 So you're really very well versed in

NOTE Confidence: 0.954452518333333

00:01:15.520 --> 00:01:18.160 how does teaching promote learning.

NOTE Confidence: 0.954452518333333

00:01:18.160 --> 00:01:20.578 You've really participated in a number

NOTE Confidence: 0.954452518333333

00:01:20.578 --> 00:01:22.527 of professional organizations and you've

NOTE Confidence: 0.954452518333333

00:01:22.527 --> 00:01:24.719 been a real leader at the double AMC.

NOTE Confidence: 0.954452518333333

00:01:24.720 --> 00:01:27.376 When you think of initially it was also

NOTE Confidence: 0.954452518333333

00:01:27.376 --> 00:01:29.716 you were part of learning communities

NOTE Confidence: 0.954452518333333

00:01:29.716 --> 00:01:32.671 and then you were involved in pediatric

NOTE Confidence: 0.954452518333333

00:01:32.671 --> 00:01:35.041 training across the continuum early

NOTE Confidence: 0.954452518333333

00:01:35.041 --> 00:01:37.308 on And again when you're even I

NOTE Confidence: 0.954452518333333

00:01:37.308 --> 00:01:39.398 think you might still be doing this,

NOTE Confidence: 0.954452518333333

00:01:39.400 --> 00:01:41.311 but at least until 22 you were

NOTE Confidence: 0.954452518333333

00:01:41.311 --> 00:01:42.987 part of the accelerating change

NOTE Confidence: 0.954452518333333

00:01:42.987 --> 00:01:45.363 in medical education and that was

NOTE Confidence: 0.954452518333333

00:01:45.363 --> 00:01:47.200 part of the double AMC.

NOTE Confidence: 0.954452518333333

00:01:47.200 --> 00:01:49.918 And again such an important group

NOTE Confidence: 0.954452518333333

00:01:49.920 --> 00:01:52.608 when you look back of where we are

NOTE Confidence: 0.954452518333333

00:01:52.608 --> 00:01:55.858 with our core EP as you were very

NOTE Confidence: 0.954452518333333

00:01:55.858 --> 00:01:57.975 instrumental in leading your Vanderbilt

NOTE Confidence: 0.954452518333333

00:01:57.975 --> 00:02:01.359 group and you did that from 18 to 21.

NOTE Confidence: 0.954452518333333

00:02:01.360 --> 00:02:03.040 So I really appreciate you taking

NOTE Confidence: 0.954452518333333

00:02:03.040 --> 00:02:05.152 the time to work with us today

NOTE Confidence: 0.954452518333333

00:02:05.152 --> 00:02:06.400 and share your expertise.

NOTE Confidence: 0.954452518333333

00:02:06.400 --> 00:02:07.828 I'll pass it over to you

NOTE Confidence: 0.954452518333333

00:02:07.828 --> 00:02:09.400 Bill and thank you very much.

NOTE Confidence: 0.967348033333333

00:02:10.680 --> 00:02:12.036 Thank you for those kind words.

NOTE Confidence: 0.967348033333333

00:02:12.040 --> 00:02:13.594 I really am excited to spend

NOTE Confidence: 0.967348033333333

00:02:13.594 --> 00:02:15.240 some time with you all today.

NOTE Confidence: 0.967348033333333

00:02:15.240 --> 00:02:16.920 Hopefully you can see some slides.

NOTE Confidence: 0.967348033333333

00:02:16.920 --> 00:02:18.103 I'm going to just get situated so

NOTE Confidence: 0.967348033333333

00:02:18.103 --> 00:02:19.558 I can see your little zoom faces,

NOTE Confidence: 0.967348033333333

00:02:19.560 --> 00:02:20.211 which I appreciate.

NOTE Confidence: 0.967348033333333

00:02:20.211 --> 00:02:22.200 Those that are able to have the camera on.

NOTE Confidence: 0.967348033333333

00:02:22.200 --> 00:02:23.532 I know that everybody

NOTE Confidence: 0.967348033333333

00:02:23.532 --> 00:02:25.197 can't and that's OK too.

NOTE Confidence: 0.967348033333333

00:02:25.200 --> 00:02:27.671 I'm really excited to spend this time

NOTE Confidence: 0.967348033333333

00:02:27.671 --> 00:02:30.245 together today and I I hope that it

NOTE Confidence: 0.967348033333333

00:02:30.245 --> 00:02:32.199 will be useful and meaningful to you.

NOTE Confidence: 0.967348033333333

00:02:32.200 --> 00:02:33.838 Again, I I love thinking about this

NOTE Confidence: 0.967348033333333

00:02:33.838 --> 00:02:35.160 and talking about these topics.

NOTE Confidence: 0.967348033333333

00:02:35.160 --> 00:02:36.840 They're some of my absolute favorite.

NOTE Confidence: 0.967348033333333

00:02:36.840 --> 00:02:38.811 But I do hope that there will be at

NOTE Confidence: 0.967348033333333

00:02:38.811 --> 00:02:40.896 least one thing that is memorable useful

NOTE Confidence: 0.967348033333333

00:02:40.896 --> 00:02:44.032 for you practically and what you do.

NOTE Confidence: 0.967348033333333

00:02:44.040 --> 00:02:45.768 I will say at front I don't have

NOTE Confidence: 0.967348033333333

00:02:45.768 --> 00:02:47.053 any disclosures but as she alluded

NOTE Confidence: 0.967348033333333

00:02:47.053 --> 00:02:48.899 to this work did come from the AMA

NOTE Confidence: 0.967348033333333

00:02:48.899 --> 00:02:49.775 consortium accelerating change

NOTE Confidence: 0.967348033333333

00:02:49.775 --> 00:02:51.513 in medical education and I had

NOTE Confidence: 0.967348033333333

00:02:51.513 --> 00:02:52.878 some salary support during that.

NOTE Confidence: 0.967348033333333

00:02:52.880 --> 00:02:54.252 I was an editor on the master

NOTE Confidence: 0.967348033333333

00:02:54.252 --> 00:02:54.840 active learner book.

NOTE Confidence: 0.967348033333333

00:02:54.840 --> 00:02:56.559 But all of those royalties go to the AMA,

NOTE Confidence: 0.967348033333333

00:02:56.560 --> 00:02:57.400 not to me.

NOTE Confidence: 0.967348033333333

00:02:57.400 --> 00:02:59.080 I think it's a great resource,

NOTE Confidence: 0.967348033333333

00:02:59.080 --> 00:03:00.501 but I don't get anything out of

NOTE Confidence: 0.967348033333333

00:03:00.501 --> 00:03:02.156 it if you happen to to use it.

NOTE Confidence: 0.967348033333333

00:03:02.160 --> 00:03:03.360 And then the other disclosure and

NOTE Confidence: 0.967348033333333

00:03:03.360 --> 00:03:04.788 this was in the middle of the

NOTE Confidence: 0.967348033333333

00:03:04.788 --> 00:03:05.958 bio but I am a paediatrician.

NOTE Confidence: 0.967348033333333

00:03:05.960 --> 00:03:07.240 I'm a paediatric ICU doc.

NOTE Confidence: 0.967348033333333

00:03:07.240 --> 00:03:08.596 So I do see the world.

NOTE Confidence: 0.967348033333333

00:03:08.600 --> 00:03:10.490 My worldview is the as the through

NOTE Confidence: 0.967348033333333

00:03:10.490 --> 00:03:12.239 the lens of an intensivist.

NOTE Confidence: 0.967348033333333

00:03:12.240 --> 00:03:13.780 I get now in my my Dean role to work

NOTE Confidence: 0.967348033333333

00:03:13.824 --> 00:03:15.413 with a lot of other specialists and

NOTE Confidence: 0.967348033333333

00:03:15.413 --> 00:03:16.790 specialties and I really enjoy that

NOTE Confidence: 0.967348033333333

00:03:16.790 --> 00:03:18.316 and I've learned a ton from that.

NOTE Confidence: 0.967348033333333

00:03:18.320 --> 00:03:20.904 But at the core I'm still a paediatrician

NOTE Confidence: 0.967348033333333

00:03:20.904 --> 00:03:23.636 and so I just I I note that up front,

NOTE Confidence: 0.967348033333333

00:03:23.640 --> 00:03:24.030 All right.

NOTE Confidence: 0.967348033333333

00:03:24.030 --> 00:03:25.200 If we were physically together today,

NOTE Confidence: 0.967348033333333

00:03:25.200 --> 00:03:27.755 I would actually hand out note cards.

NOTE Confidence: 0.967348033333333

00:03:27.760 --> 00:03:29.173 Since we're not I will ask you to If

NOTE Confidence: 0.967348033333333

00:03:29.173 --> 00:03:30.712 you have a note card, great, grab it.

NOTE Confidence: 0.967348033333333

00:03:30.712 --> 00:03:32.280 If not grab a scrap of paper.

NOTE Confidence: 0.967348033333333

00:03:32.280 --> 00:03:34.240 Grab something that you can write on.

NOTE Confidence: 0.967348033333333

00:03:34.240 --> 00:03:35.648 And my hope is that by the end

00:03:35.648 --> 00:03:36.999 of our time together today,

00:03:37.000 --> 00:03:38.638 and I'll be watching the clock,

00:03:38.640 --> 00:03:40.793 I will leave time for question

00:03:40.793 --> 00:03:41.758 and answer at the end.

00:03:41.760 --> 00:03:43.880 I really hope we can have some some

00:03:43.880 --> 00:03:45.280 lively questions in in that time.

00:03:45.280 --> 00:03:46.366 I will also make my slides

00:03:46.366 --> 00:03:47.559 available so you can have those.

00:03:47.560 --> 00:03:49.680 But my hope is by the end of our time,

00:03:49.680 --> 00:03:51.276 there'll be at least one idea,

00:03:51.280 --> 00:03:53.518 one reference, one book, one topic,

00:03:53.520 --> 00:03:54.486 something that you want to track

00:03:54.486 --> 00:03:55.519 down after this 'cause you're like,

00:03:55.520 --> 00:03:55.716 oh,

00:03:55.716 --> 00:03:57.760 I want to know a little bit more about that,

NOTE Confidence: 0.967348033333333

00:03:57.760 --> 00:03:58.918 that would be helpful to me.

NOTE Confidence: 0.967348033333333

00:03:58.920 --> 00:03:59.592 So that's my hope.

NOTE Confidence: 0.967348033333333

00:03:59.592 --> 00:04:00.432 By the end of it,

NOTE Confidence: 0.967348033333333

00:04:00.440 --> 00:04:01.763 there's at least one hour and I can't tell

NOTE Confidence: 0.967348033333333

00:04:01.763 --> 00:04:03.197 if you have anything written on the card.

NOTE Confidence: 0.967348033333333

00:04:03.200 --> 00:04:04.544 It's just for you.

NOTE Confidence: 0.967348033333333

00:04:04.544 --> 00:04:06.847 But I do hope it is something that

NOTE Confidence: 0.967348033333333

00:04:06.847 --> 00:04:08.744 will be helpful for you, all right.

NOTE Confidence: 0.967348033333333

00:04:08.744 --> 00:04:10.508 So as I talked with your leadership

NOTE Confidence: 0.967348033333333

00:04:10.508 --> 00:04:11.662 group around what we really

NOTE Confidence: 0.967348033333333

00:04:11.662 --> 00:04:12.940 want you to be able to

NOTE Confidence: 0.904629031481481

00:04:12.992 --> 00:04:14.637 accomplish by the end of our time,

NOTE Confidence: 0.904629031481481

00:04:14.640 --> 00:04:15.984 you can see those three here to

NOTE Confidence: 0.904629031481481

00:04:15.984 --> 00:04:17.282 to really think about the basics

NOTE Confidence: 0.904629031481481

00:04:17.282 --> 00:04:18.632 of the master active learner model

NOTE Confidence: 0.904629031481481

00:04:18.632 --> 00:04:20.348 and why it might be helpful with

NOTE Confidence: 0.904629031481481

00:04:20.348 --> 00:04:21.312 relation to lifelong learning.

NOTE Confidence: 0.904629031481481

00:04:21.320 --> 00:04:23.364 To be able to discuss how faculty

NOTE Confidence: 0.904629031481481

00:04:23.364 --> 00:04:24.921 educators can acquire the skills

NOTE Confidence: 0.904629031481481

00:04:24.921 --> 00:04:26.476 to teach learners around this.

NOTE Confidence: 0.904629031481481

00:04:26.480 --> 00:04:28.757 And then to be able to explore how these,

NOTE Confidence: 0.904629031481481

00:04:28.760 --> 00:04:29.955 how explore strategies that might

NOTE Confidence: 0.904629031481481

00:04:29.955 --> 00:04:31.613 allow you to implement this in your

NOTE Confidence: 0.904629031481481

00:04:31.613 --> 00:04:32.873 own teaching and your own learning.

NOTE Confidence: 0.904629031481481

00:04:32.880 --> 00:04:34.944 And so we'll we'll think through

NOTE Confidence: 0.904629031481481

00:04:34.944 --> 00:04:36.320 some of that together.

NOTE Confidence: 0.904629031481481

00:04:36.320 --> 00:04:38.552 I will ask you to hold the tension of

NOTE Confidence: 0.904629031481481

00:04:38.552 --> 00:04:40.975 two separate although very much related

NOTE Confidence: 0.904629031481481

00:04:40.975 --> 00:04:42.756 lenses as we think through today's topic.

NOTE Confidence: 0.904629031481481

00:04:42.760 --> 00:04:44.216 The 1st is you are all educators

NOTE Confidence: 0.904629031481481

00:04:44.216 --> 00:04:46.066 and so I do want you thinking

NOTE Confidence: 0.904629031481481

00:04:46.066 --> 00:04:47.234 about your your learners,

NOTE Confidence: 0.904629031481481

00:04:47.240 --> 00:04:48.955 the learners that you work with or

NOTE Confidence: 0.904629031481481

00:04:48.955 --> 00:04:50.364 those are students or residents

NOTE Confidence: 0.904629031481481

00:04:50.364 --> 00:04:51.919 or fellows or interprofessional or

NOTE Confidence: 0.904629031481481

00:04:51.920 --> 00:04:53.325 across the board whatever learners

NOTE Confidence: 0.904629031481481

00:04:53.325 --> 00:04:55.240 you might work with really important.

NOTE Confidence: 0.904629031481481

00:04:55.240 --> 00:04:57.263 But I want to challenge you to

NOTE Confidence: 0.904629031481481

00:04:57.263 --> 00:04:59.163 actually think also about this lens

NOTE Confidence: 0.904629031481481

00:04:59.163 --> 00:05:01.107 about yourself as a lifelong learner

NOTE Confidence: 0.904629031481481

00:05:01.107 --> 00:05:02.996 and what ideas or concepts within

NOTE Confidence: 0.904629031481481

00:05:02.996 --> 00:05:05.337 this model could help you become even

NOTE Confidence: 0.904629031481481

00:05:05.337 --> 00:05:07.157 a more effective lifelong learner.

NOTE Confidence: 0.904629031481481

00:05:07.160 --> 00:05:08.807 And so I'll ask you to hold attention of

NOTE Confidence: 0.904629031481481

00:05:08.807 --> 00:05:10.932 both of those, thinking about your learners,

NOTE Confidence: 0.904629031481481

00:05:10.932 --> 00:05:13.230 but also thinking about yourself as

NOTE Confidence: 0.904629031481481

00:05:13.291 --> 00:05:13.879 a learner.

NOTE Confidence: 0.904629031481481

00:05:13.880 --> 00:05:14.512 All right.

NOTE Confidence: 0.904629031481481

00:05:14.512 --> 00:05:17.040 So the original paper came out in 2017.

NOTE Confidence: 0.904629031481481

00:05:17.040 --> 00:05:17.379 Again,

NOTE Confidence: 0.904629031481481

00:05:17.379 --> 00:05:19.413 you see the many great co-authors

NOTE Confidence: 0.904629031481481

00:05:19.413 --> 00:05:21.691 here that that helped us work

NOTE Confidence: 0.904629031481481

00:05:21.691 --> 00:05:23.279 through developing this model.

NOTE Confidence: 0.904629031481481

00:05:23.280 --> 00:05:24.872 And it really it started as a group

NOTE Confidence: 0.904629031481481

00:05:24.872 --> 00:05:26.639 that was looking at lifelong learning.

NOTE Confidence: 0.904629031481481

00:05:26.640 --> 00:05:27.918 And as we dove deeply into

NOTE Confidence: 0.904629031481481

00:05:27.918 --> 00:05:28.557 the health professions,

NOTE Confidence: 0.904629031481481

00:05:28.560 --> 00:05:29.386 education literature,

NOTE Confidence: 0.904629031481481

00:05:29.386 --> 00:05:31.038 the general education literature,

NOTE Confidence: 0.904629031481481

00:05:31.040 --> 00:05:33.062 There's been a lot written about that

NOTE Confidence: 0.904629031481481

00:05:33.062 --> 00:05:34.518 and there are a lot of separate theories,

NOTE Confidence: 0.904629031481481

00:05:34.520 --> 00:05:35.410 ideas, context.

NOTE Confidence: 0.904629031481481

00:05:35.410 --> 00:05:38.812 And what we wanted to do was to pull

NOTE Confidence: 0.904629031481481

00:05:38.812 --> 00:05:40.845 together a lot of that literature in a

NOTE Confidence: 0.904629031481481

00:05:40.845 --> 00:05:42.714 way that would create a shared language,

NOTE Confidence: 0.904629031481481

00:05:42.720 --> 00:05:44.550 a shared mental model for

NOTE Confidence: 0.904629031481481

00:05:44.550 --> 00:05:46.380 educators and trainees alike to

NOTE Confidence: 0.904629031481481

00:05:46.448 --> 00:05:48.440 really facilitate conversation.

NOTE Confidence: 0.904629031481481

00:05:48.440 --> 00:05:50.328 And so we hope that that's what came

NOTE Confidence: 0.904629031481481

00:05:50.328 --> 00:05:52.256 out of this work and we'll dive into

NOTE Confidence: 0.904629031481481

00:05:52.256 --> 00:05:53.946 the details of what the model actually

NOTE Confidence: 0.904629031481481

00:05:53.946 --> 00:05:55.888 looks like before or in a minute.

NOTE Confidence: 0.904629031481481

00:05:55.888 --> 00:05:56.674 But before that,

NOTE Confidence: 0.904629031481481

00:05:56.680 --> 00:05:59.840 I want to pause and ask two questions

NOTE Confidence: 0.904629031481481

00:05:59.840 --> 00:06:02.000 because if if I can get these right,

NOTE Confidence: 0.904629031481481

00:06:02.000 --> 00:06:02.945 I think the rest of it makes

NOTE Confidence: 0.904629031481481

00:06:02.945 --> 00:06:03.600 a lot more sense.

NOTE Confidence: 0.904629031481481

00:06:03.600 --> 00:06:04.576 So first of all,

NOTE Confidence: 0.904629031481481

00:06:04.576 --> 00:06:06.040 what is a master adaptive learner?

NOTE Confidence: 0.904629031481481

00:06:06.040 --> 00:06:07.480 And then, but even more importantly,

NOTE Confidence: 0.904629031481481

00:06:07.480 --> 00:06:08.416 why are they needed?

NOTE Confidence: 0.904629031481481

00:06:08.416 --> 00:06:09.728 If they are, if they're not needed,

NOTE Confidence: 0.904629031481481

00:06:09.728 --> 00:06:11.078 I'm about to waste an hour of your time.

NOTE Confidence: 0.904629031481481

00:06:11.080 --> 00:06:12.080 So hopefully I can convince

NOTE Confidence: 0.904629031481481

00:06:12.080 --> 00:06:13.080 you that they are needed,

NOTE Confidence: 0.904629031481481

00:06:13.080 --> 00:06:15.558 but that's for you to judge.

NOTE Confidence: 0.904629031481481

00:06:15.560 --> 00:06:17.100 So at the core,

NOTE Confidence: 0.904629031481481

00:06:17.100 --> 00:06:20.400 what we think a master adaptive learner is,

NOTE Confidence: 0.904629031481481

00:06:20.400 --> 00:06:23.130 is an individual individual who

NOTE Confidence: 0.904629031481481

00:06:23.130 --> 00:06:25.603 utilizes A metacognitive approach to

NOTE Confidence: 0.904629031481481

00:06:25.603 --> 00:06:27.018 self regulated learning that really

NOTE Confidence: 0.904629031481481

00:06:27.018 --> 00:06:29.623 is at the core of this that leads

NOTE Confidence: 0.904629031481481

00:06:29.623 --> 00:06:31.039 to adaptive expertise development.

NOTE Confidence: 0.904629031481481

00:06:31.040 --> 00:06:32.706 So there's a lot buried in just

NOTE Confidence: 0.904629031481481

00:06:32.706 --> 00:06:34.277 that kind of definition and I

NOTE Confidence: 0.904629031481481

00:06:34.277 --> 00:06:36.132 want to unpack just a little bit

NOTE Confidence: 0.940269964090909

00:06:36.194 --> 00:06:37.906 of it. I want to start with the

NOTE Confidence: 0.940269964090909

00:06:37.906 --> 00:06:39.948 the end goal of this type of

NOTE Confidence: 0.940269964090909

00:06:39.948 --> 00:06:41.360 learner being adaptive expertise

NOTE Confidence: 0.940269964090909

00:06:41.360 --> 00:06:42.640 and there's a lot of literature.

NOTE Confidence: 0.940269964090909

00:06:42.640 --> 00:06:44.304 I included some of these here and I

NOTE Confidence: 0.940269964090909

00:06:44.304 --> 00:06:46.260 in a minute I'm going to drop into

NOTE Confidence: 0.940269964090909

00:06:46.260 --> 00:06:47.876 the chat a handout and on the back

NOTE Confidence: 0.940269964090909

00:06:47.876 --> 00:06:49.530 of it will have a lot of references

NOTE Confidence: 0.940269964090909

00:06:49.530 --> 00:06:51.306 for those that want to take an even

NOTE Confidence: 0.940269964090909

00:06:51.306 --> 00:06:52.638 deeper dive into some of these.

NOTE Confidence: 0.940269964090909

00:06:52.640 --> 00:06:54.920 But the literature talks about an

NOTE Confidence: 0.940269964090909

00:06:54.920 --> 00:06:57.177 adaptive expert being able to do 2

NOTE Confidence: 0.940269964090909

00:06:57.177 --> 00:06:58.560 things or two big picture things.

00:06:58.560 --> 00:07:00.678 The first being to function very

00:07:00.678 --> 00:07:02.090 efficiently on everyday tasks

00:07:02.156 --> 00:07:03.640 that have known solutions.

00:07:03.640 --> 00:07:05.266 The literature describes that as routine

00:07:05.266 --> 00:07:07.298 expertise and it is very needed of

00:07:07.298 --> 00:07:08.793 health professionals across the board.

00:07:08.800 --> 00:07:10.210 When there is a known solution

00:07:10.210 --> 00:07:10.915 in the literature,

00:07:10.920 --> 00:07:11.995 you correctly diagnose the patient

00:07:11.995 --> 00:07:13.382 and you take that known solution

00:07:13.382 --> 00:07:14.742 from literature and apply it

00:07:14.742 --> 00:07:15.558 effectively and efficiently.

00:07:15.560 --> 00:07:18.200 Really, really important.

00:07:18.200 --> 00:07:21.830 And clinicians need the expertise to

00:07:21.830 --> 00:07:23.620 create solutions for workplace challenges

NOTE Confidence: 0.940269964090909

00:07:23.670 --> 00:07:25.798 that are novel that we haven't faced before.

NOTE Confidence: 0.940269964090909

00:07:25.800 --> 00:07:28.124 And that is where often times the

NOTE Confidence: 0.940269964090909

00:07:28.124 --> 00:07:29.539 medical training isn't setting

NOTE Confidence: 0.940269964090909

00:07:29.539 --> 00:07:31.319 our trainees up for success.

NOTE Confidence: 0.940269964090909

00:07:31.320 --> 00:07:32.790 So that as you think about

NOTE Confidence: 0.940269964090909

00:07:32.790 --> 00:07:34.120 it a little bit more,

NOTE Confidence: 0.940269964090909

00:07:34.120 --> 00:07:36.480 kind of in the weeds,

NOTE Confidence: 0.940269964090909

00:07:36.480 --> 00:07:37.836 the skills of an adaptive expert,

NOTE Confidence: 0.940269964090909

00:07:37.840 --> 00:07:39.040 first of all,

NOTE Confidence: 0.940269964090909

00:07:39.040 --> 00:07:40.640 starts with recognizing that

NOTE Confidence: 0.940269964090909

00:07:40.640 --> 00:07:42.520 routine approach won't work here.

NOTE Confidence: 0.940269964090909

00:07:42.520 --> 00:07:44.145 And there's a group of emergency

NOTE Confidence: 0.940269964090909

00:07:44.145 --> 00:07:45.959 medicine physicians that have done some

NOTE Confidence: 0.940269964090909

00:07:45.959 --> 00:07:47.758 really cool work building on this idea

NOTE Confidence: 0.940269964090909

00:07:47.760 --> 00:07:50.478 and they they've created this great

NOTE Confidence: 0.940269964090909

00:07:50.480 --> 00:07:52.070 academic medicine last page graphic

NOTE Confidence: 0.940269964090909

00:07:52.070 --> 00:07:54.324 that talks about being able to flip

NOTE Confidence: 0.940269964090909

00:07:54.324 --> 00:07:56.166 the switch from routine practice to

NOTE Confidence: 0.940269964090909

00:07:56.166 --> 00:07:57.999 adaptive practice based on the situation.

NOTE Confidence: 0.940269964090909

00:07:58.000 --> 00:08:00.115 So if it is a new and novel challenge

NOTE Confidence: 0.940269964090909

00:08:00.115 --> 00:08:02.158 where the routine approach won't work,

NOTE Confidence: 0.940269964090909

00:08:02.160 --> 00:08:04.152 the adaptive expert is able to flip the

NOTE Confidence: 0.940269964090909

00:08:04.152 --> 00:08:05.999 switch and take a different approach.

NOTE Confidence: 0.940269964090909

00:08:06.000 --> 00:08:07.806 And that different approach really allows

NOTE Confidence: 0.940269964090909

00:08:07.806 --> 00:08:09.600 the individual to reframe the problem,

NOTE Confidence: 0.940269964090909

00:08:09.600 --> 00:08:10.904 to explore new concepts,

NOTE Confidence: 0.940269964090909

00:08:10.904 --> 00:08:12.174 IE learning, woo Hoo,

NOTE Confidence: 0.940269964090909

00:08:12.174 --> 00:08:13.709 lifelong learning and to win

NOTE Confidence: 0.940269964090909

00:08:13.709 --> 00:08:15.200 appropriate invent new solutions,

NOTE Confidence: 0.940269964090909

00:08:15.200 --> 00:08:16.216 IE innovate.

NOTE Confidence: 0.940269964090909

00:08:16.216 --> 00:08:18.756 And so that those skills

18

NOTE Confidence: 0.940269964090909

00:08:18.756 --> 00:08:20.280 are incredibly important.

NOTE Confidence: 0.940269964090909

00:08:20.280 --> 00:08:22.680 The literature goes on to talk about that.

NOTE Confidence: 0.940269964090909

00:08:22.680 --> 00:08:24.220 This adoptive expertise is a

NOTE Confidence: 0.940269964090909

00:08:24.220 --> 00:08:26.040 product of a learned skill set.

NOTE Confidence: 0.940269964090909

00:08:26.040 --> 00:08:28.496 It is characterized by habits of mind and

NOTE Confidence: 0.940269964090909

00:08:28.496 --> 00:08:30.758 then develop over time and with practice.

NOTE Confidence: 0.940269964090909

00:08:30.760 --> 00:08:32.488 And so I'll tell you that we start talking

NOTE Confidence: 0.940269964090909

00:08:32.488 --> 00:08:33.960 about these ideas actually during the

NOTE Confidence: 0.940269964090909

00:08:33.960 --> 00:08:35.600 application cycle with our Med students.

NOTE Confidence: 0.940269964090909

00:08:35.600 --> 00:08:36.540 And then at orientation,

NOTE Confidence: 0.940269964090909

00:08:36.540 --> 00:08:37.715 they hear from me again.

NOTE Confidence: 0.940269964090909

00:08:37.720 --> 00:08:38.590 And then throughout the four

NOTE Confidence: 0.940269964090909

00:08:38.590 --> 00:08:39.600 years that they get with me,

NOTE Confidence: 0.940269964090909

00:08:39.600 --> 00:08:42.088 we are talking about these ideas with the

NOTE Confidence: 0.940269964090909

00:08:42.088 --> 00:08:44.681 goal of helping them develop this skill

NOTE Confidence: 0.940269964090909

00:08:44.681 --> 00:08:47.160 set and develop these habits of mind.

NOTE Confidence: 0.940269964090909

00:08:47.160 --> 00:08:50.238 All right, So four quick slides.

NOTE Confidence: 0.940269964090909

00:08:50.240 --> 00:08:52.334 Does the current system produce clinicians

NOTE Confidence: 0.940269964090909

00:08:52.334 --> 00:08:55.199 like this or framed a little bit differently,

NOTE Confidence: 0.940269964090909

00:08:55.200 --> 00:08:57.040 do practicing physicians learn and

NOTE Confidence: 0.940269964090909

00:08:57.040 --> 00:08:58.880 develop this type of expertise?

NOTE Confidence: 0.940269964090909

00:08:58.880 --> 00:09:00.679 So if you are a practicing physician,

NOTE Confidence: 0.940269964090909

00:09:00.680 --> 00:09:02.399 you're on the hook for the next 4 slides.

NOTE Confidence: 0.940269964090909

00:09:02.400 --> 00:09:03.300 If you are not,

NOTE Confidence: 0.940269964090909

00:09:03.300 --> 00:09:04.200 take a deep breath.

NOTE Confidence: 0.940269964090909

00:09:04.200 --> 00:09:05.514 You're off the hook for the next 4 slides.

NOTE Confidence: 0.940269964090909

00:09:05.520 --> 00:09:06.756 But I would make the argument

NOTE Confidence: 0.940269964090909

00:09:06.756 --> 00:09:07.580 that this is probably

NOTE Confidence: 0.933236901052632

00:09:07.621 --> 00:09:09.439 true of us as humans and not just physicians,

NOTE Confidence: 0.933236901052632

00:09:09.440 --> 00:09:11.008 but the literature. This,

NOTE Confidence: 0.933236901052632

00:09:11.008 --> 00:09:13.360 this paper specially is just about

NOTE Confidence: 0.933236901052632

00:09:13.426 --> 00:09:15.529 physicians and so this is a paper from

NOTE Confidence: 0.933236901052632

00:09:15.529 --> 00:09:17.357 Glenn Reguera and Maria Monopolos and it's,

NOTE Confidence: 0.933236901052632

00:09:17.360 --> 00:09:18.158 it's a little bit old now,

NOTE Confidence: 0.933236901052632

00:09:18.160 --> 00:09:20.455 but it it is so valuable in helping to

NOTE Confidence: 0.933236901052632

00:09:20.455 --> 00:09:23.035 frame what these clinicians are doing that I,

NOTE Confidence: 0.933236901052632

00:09:23.040 --> 00:09:25.119 I I still find it incredibly valuable.

NOTE Confidence: 0.933236901052632

00:09:25.120 --> 00:09:27.238 So they talk about four assumptions

NOTE Confidence: 0.933236901052632

00:09:27.240 --> 00:09:28.398 for practicing physicians.

NOTE Confidence: 0.933236901052632

00:09:28.398 --> 00:09:31.100 The first assumption is that we will

NOTE Confidence: 0.933236901052632

00:09:31.163 --> 00:09:33.564 naturally reflect on our own performance for

NOTE Confidence: 0.933236901052632

00:09:33.564 --> 00:09:36.677 the sake of highlighting weaknesses and gaps,

NOTE Confidence: 0.933236901052632

00:09:36.680 --> 00:09:38.199 which would be lovely if it's true.

NOTE Confidence: 0.933236901052632

00:09:38.200 --> 00:09:39.253 But in general,

NOTE Confidence: 0.933236901052632

00:09:39.253 --> 00:09:41.359 we discount evidence of poor performance.

NOTE Confidence: 0.933236901052632

00:09:41.360 --> 00:09:43.035 We discount feedback that is

NOTE Confidence: 0.933236901052632

00:09:43.035 --> 00:09:44.710 inconsistent with who we think

NOTE Confidence: 0.933236901052632

00:09:44.769 --> 00:09:46.359 we are as a great physician.

NOTE Confidence: 0.933236901052632

00:09:46.360 --> 00:09:47.440 I'm sure that's not true

NOTE Confidence: 0.933236901052632

00:09:47.440 --> 00:09:48.520 of you or your learners,

NOTE Confidence: 0.933236901052632

00:09:48.520 --> 00:09:50.440 but it is of me and it is of my learners,

NOTE Confidence: 0.933236901052632

00:09:50.440 --> 00:09:52.400 and it's what the literature would say.

NOTE Confidence: 0.933236901052632

00:09:52.400 --> 00:09:52.880 But let's say,

NOTE Confidence: 0.933236901052632

00:09:52.880 --> 00:09:53.680 for the sake of argument,

NOTE Confidence: 0.933236901052632

00:09:53.680 --> 00:09:55.878 we do try to identify our weaknesses.

NOTE Confidence: 0.933236901052632

00:09:55.880 --> 00:09:57.882 The second assumption is that we will

NOTE Confidence: 0.933236901052632

00:09:57.882 --> 00:09:59.666 actually be able to identify our

NOTE Confidence: 0.933236901052632

00:09:59.666 --> 00:10:01.400 weaknesses when we look for them,

NOTE Confidence: 0.933236901052632

00:10:01.400 --> 00:10:02.620 which unfortunately we're not

NOTE Confidence: 0.933236901052632

00:10:02.620 --> 00:10:04.450 good at either because in general

NOTE Confidence: 0.933236901052632

00:10:04.499 --> 00:10:05.999 we are horrible self assessors.

NOTE Confidence: 0.933236901052632

00:10:06.000 --> 00:10:08.076 There's a lot of literature around

NOTE Confidence: 0.933236901052632

00:10:08.076 --> 00:10:09.960 human ability to self assess,

NOTE Confidence: 0.933236901052632

00:10:09.960 --> 00:10:11.480 especially when it is uninformed

NOTE Confidence: 0.933236901052632

00:10:11.480 --> 00:10:13.000 by data and other things,

NOTE Confidence: 0.933236901052632

00:10:13.000 --> 00:10:14.360 especially in areas of weakness.

NOTE Confidence: 0.933236901052632

00:10:14.360 --> 00:10:16.160 We are really poor at that.

NOTE Confidence: 0.933236901052632

00:10:16.160 --> 00:10:17.360 So maybe we think we're funny

NOTE Confidence: 0.933236901052632

00:10:17.360 --> 00:10:18.400 when everybody else is like,

NOTE Confidence: 0.933236901052632

00:10:18.400 --> 00:10:19.996 no, you're not funny at all.

NOTE Confidence: 0.933236901052632

00:10:20.000 --> 00:10:21.480 But let's say for the sake of argument

NOTE Confidence: 0.933236901052632

00:10:21.480 --> 00:10:22.837 we try to find our weaknesses,

NOTE Confidence: 0.933236901052632

00:10:22.840 --> 00:10:24.238 we're actually able to identify them.

NOTE Confidence: 0.933236901052632

00:10:24.240 --> 00:10:25.944 The third is that we will then try

NOTE Confidence: 0.933236901052632

00:10:25.944 --> 00:10:28.052 to learn in a way that addresses

NOTE Confidence: 0.933236901052632

00:10:28.052 --> 00:10:29.352 those weaknesses very specifically.

NOTE Confidence: 0.933236901052632

00:10:29.360 --> 00:10:31.520 Surely we get this one right.

NOTE Confidence: 0.933236901052632

00:10:31.520 --> 00:10:32.390 No, we don't,

NOTE Confidence: 0.933236901052632

00:10:32.390 --> 00:10:33.840 because learning in areas of

NOTE Confidence: 0.933236901052632

00:10:33.840 --> 00:10:35.119 weakness is really hard,

NOTE Confidence: 0.933236901052632

00:10:35.120 --> 00:10:36.998 that we will in general gravitate

NOTE Confidence: 0.933236901052632

00:10:37.000 --> 00:10:38.160 towards things we already do.

NOTE Confidence: 0.933236901052632

00:10:38.160 --> 00:10:39.715 OK Like think about first

NOTE Confidence: 0.933236901052632

00:10:39.715 --> 00:10:40.959 year students for example.

NOTE Confidence: 0.933236901052632

00:10:40.960 --> 00:10:42.360 Are they going to learn a topic?

NOTE Confidence: 0.933236901052632

00:10:42.360 --> 00:10:44.047 Want to spend time learning a topic

NOTE Confidence: 0.933236901052632

00:10:44.047 --> 00:10:45.639 that they know something about or

NOTE Confidence: 0.933236901052632

00:10:45.639 --> 00:10:47.277 a topic they know nothing about?

NOTE Confidence: 0.933236901052632

00:10:47.280 --> 00:10:48.198 If your learners are like mine,

NOTE Confidence: 0.933236901052632

00:10:48.200 --> 00:10:49.352 they're going to spend more time

NOTE Confidence: 0.933236901052632

00:10:49.352 --> 00:10:50.811 on the things they already know a

NOTE Confidence: 0.933236901052632

00:10:50.811 --> 00:10:52.113 little bit about because it's easier.

NOTE Confidence: 0.933236901052632

00:10:52.120 --> 00:10:54.206 Which in my mind is the medical

24

00:10:54.206 --> 00:10:56.079 education equivalent of skipping leg day.

00:10:56.080 --> 00:10:57.240 No offence to this gentleman,

00:10:57.240 --> 00:10:58.440 I'd stole him from the Internet,

00:10:58.440 --> 00:11:00.491 but clearly he has done some work

00:11:00.491 --> 00:11:01.731 up here enhancing that area,

00:11:01.731 --> 00:11:03.033 but maybe to the exclusion of

00:11:03.033 --> 00:11:03.760 those little legs.

00:11:03.760 --> 00:11:05.440 I don't mean to leg shame him.

00:11:05.440 --> 00:11:06.679 Again, if you if you know him,

00:11:06.680 --> 00:11:07.252 I apologize.

00:11:07.252 --> 00:11:08.968 He was he was freely available

00:11:08.968 --> 00:11:10.120 on the Internet.

00:11:10.120 --> 00:11:11.840 Lastly, let's say for the sake of argument,

00:11:11.840 --> 00:11:12.956 we try to find our weaknesses.

00:11:12.960 --> 00:11:14.598 We're actually able to identify them.

00:11:14.600 --> 00:11:16.077 We then try to learn in a

NOTE Confidence: 0.933236901052632

00:11:16.077 --> 00:11:17.000 way that addresses them.

NOTE Confidence: 0.933236901052632

00:11:17.000 --> 00:11:19.128 The 4th assumption is that we will

NOTE Confidence: 0.933236901052632

00:11:19.128 --> 00:11:20.692 actually then change our practice

NOTE Confidence: 0.933236901052632

00:11:20.692 --> 00:11:22.757 based on what we have just learned.

NOTE Confidence: 0.948225454285714

00:11:22.760 --> 00:11:24.762 Unfortunately, we are not good at this

NOTE Confidence: 0.948225454285714

00:11:24.762 --> 00:11:26.971 either and even though this is from 2008,

NOTE Confidence: 0.948225454285714

00:11:26.971 --> 00:11:28.717 the data has continued to show,

NOTE Confidence: 0.948225454285714

00:11:28.720 --> 00:11:30.652 which is really depressing for those of

NOTE Confidence: 0.948225454285714

00:11:30.652 --> 00:11:33.193 us that do CME events that that think

NOTE Confidence: 0.948225454285714

00:11:33.193 --> 00:11:35.246 about teaching other faculty that faculty

NOTE Confidence: 0.948225454285714

00:11:35.246 --> 00:11:37.605 don't change their practice based on in

NOTE Confidence: 0.948225454285714

00:11:37.605 --> 00:11:39.680 general large scale CME type events,

NOTE Confidence: 0.948225454285714

00:11:39.680 --> 00:11:41.577 which is really disheartening, right?

NOTE Confidence: 0.948225454285714

00:11:41.577 --> 00:11:44.559 And so we need something different.

NOTE Confidence: 0.948225454285714

00:11:44.560 --> 00:11:45.834 And so I would love for you,

NOTE Confidence: 0.948225454285714

00:11:45.840 --> 00:11:49.200 if you're willing to participate in the chat,

NOTE Confidence: 0.948225454285714

00:11:49.200 --> 00:11:50.376 just thinking back on what we've

NOTE Confidence: 0.948225454285714

00:11:50.376 --> 00:11:51.872 just talked about and as it sets us

NOTE Confidence: 0.948225454285714

00:11:51.872 --> 00:11:52.874 up for the conversation to come.

NOTE Confidence: 0.948225454285714

00:11:52.880 --> 00:11:54.952 What are one or two ideas that stand

NOTE Confidence: 0.948225454285714

00:11:54.952 --> 00:11:57.345 out to you about lifelong learning and

NOTE Confidence: 0.948225454285714

00:11:57.345 --> 00:11:59.760 the need for master adaptive learners?

NOTE Confidence: 0.948225454285714

00:11:59.760 --> 00:12:00.993 If you can just drop those in the chat,

NOTE Confidence: 0.948225454285714

00:12:01.000 --> 00:12:01.600 that would be great.

NOTE Confidence: 0.94473201

00:12:13.160 --> 00:12:14.875 Give people just a minute or so.

NOTE Confidence: 0.9458989

00:12:19.760 --> 00:12:21.240 Yeah. The benefits of

NOTE Confidence: 0.9458989

00:12:21.240 --> 00:12:22.200 continuous self reflection.

NOTE Confidence: 0.9458989

00:12:22.200 --> 00:12:25.200 Agree completely.

NOTE Confidence: 0.9458989

00:12:25.200 --> 00:12:26.440 Ah, openness to new things.

NOTE Confidence: 0.9458989

00:12:26.440 --> 00:12:30.720 Yes, yes. self-awareness.

NOTE Confidence: 0.9458989

00:12:30.720 --> 00:12:31.496 You guys are great.

NOTE Confidence: 0.9458989

00:12:31.496 --> 00:12:32.078 Keep them coming.

NOTE Confidence: 0.6732511

00:12:34.480 --> 00:12:34.540 All

NOTE Confidence: 0.7968445

00:12:41.180 --> 00:12:44.340 right, so you can keep them coming.

NOTE Confidence: 0.7968445

00:12:44.340 --> 00:12:45.100 I'm going to keep.

NOTE Confidence: 0.7968445

00:12:45.100 --> 00:12:46.659 I will keep looking at them as I can.

NOTE Confidence: 0.7968445

00:12:46.660 --> 00:12:47.460 Oh, being able to pivot.

NOTE Confidence: 0.7968445

00:12:47.460 --> 00:12:50.120 I really like that one.

NOTE Confidence: 0.7968445

00:12:50.120 --> 00:12:51.640 So all of the things you just noted

NOTE Confidence: 0.7968445

00:12:51.640 --> 00:12:52.997 in addition to what I talked about,

NOTE Confidence: 0.7968445

00:12:53.000 --> 00:12:54.533 I think makes the argument that we

NOTE Confidence: 0.7968445

00:12:54.533 --> 00:12:56.655 do need this type of learner that

NOTE Confidence: 0.7968445

00:12:56.655 --> 00:12:57.714 approaches learning differently.

NOTE Confidence: 0.7968445

00:12:57.720 --> 00:12:59.440 And so let's dive into

NOTE Confidence: 0.7968445

00:12:59.440 --> 00:13:00.724 this shared mental model,

NOTE Confidence: 0.7968445

00:13:00.724 --> 00:13:02.329 the shared language that we

NOTE Confidence: 0.7968445

00:13:02.329 --> 00:13:04.120 tried to create with this model.

NOTE Confidence: 0.7968445

00:13:04.120 --> 00:13:06.376 And so I'm going to drop a handout

NOTE Confidence: 0.7968445

00:13:06.376 --> 00:13:08.760 as I mentioned into the chat,

NOTE Confidence: 0.97040355

00:13:11.880 --> 00:13:13.280 you feel free, I'll have it on the slides.

NOTE Confidence: 0.97040355

00:13:13.280 --> 00:13:14.728 But this is just if you want to

NOTE Confidence: 0.97040355

00:13:14.728 --> 00:13:16.266 also have it for reference or

NOTE Confidence: 0.97040355

00:13:16.266 --> 00:13:19.674 if you want to look at it later.

NOTE Confidence: 0.97040355

00:13:19.680 --> 00:13:20.520 There's a lot going on here.

NOTE Confidence: 0.97040355

00:13:20.520 --> 00:13:21.816 And so we'll actually walk through

NOTE Confidence: 0.97040355

00:13:21.816 --> 00:13:23.055 different parts of this model and

NOTE Confidence: 0.97040355

00:13:23.055 --> 00:13:24.391 spend a little bit of time in each.

NOTE Confidence: 0.97040355

00:13:24.400 --> 00:13:27.110 But I wanted you to get to see the overview

NOTE Confidence: 0.97040355

00:13:27.175 --> 00:13:29.758 first before we dive into the components,

NOTE Confidence: 0.97040355

00:13:29.760 --> 00:13:30.985 because each of the components

NOTE Confidence: 0.97040355

00:13:30.985 --> 00:13:32.800 has its own body of literature.

NOTE Confidence: 0.97040355

29

00:13:32.800 --> 00:13:34.956 You could do our talks on any

NOTE Confidence: 0.97040355

00:13:34.956 --> 00:13:35.880 component of this.

NOTE Confidence: 0.97040355

00:13:35.880 --> 00:13:36.648 And. And so again,

NOTE Confidence: 0.97040355

00:13:36.648 --> 00:13:38.758 this is going to be the high level overview,

NOTE Confidence: 0.97040355

00:13:38.760 --> 00:13:40.808 but hopefully to show you how it can

NOTE Confidence: 0.97040355

00:13:40.808 --> 00:13:42.762 connect and how it might be useful for

NOTE Confidence: 0.97040355

00:13:42.762 --> 00:13:44.664 you as a learner yourself and with

NOTE Confidence: 0.97040355

00:13:44.664 --> 00:13:46.518 those trainees that you work with.

NOTE Confidence: 0.97040355

00:13:46.520 --> 00:13:46.913 All right.

NOTE Confidence: 0.97040355

00:13:46.913 --> 00:13:48.777 So as you can see in the upper

NOTE Confidence: 0.97040355

00:13:48.777 --> 00:13:50.399 left around the little gears,

NOTE Confidence: 0.97040355

00:13:50.400 --> 00:13:52.260 there are four things and we're

NOTE Confidence: 0.97040355

00:13:52.260 --> 00:13:53.920 not going to belabour these,

NOTE Confidence: 0.97040355

00:13:53.920 --> 00:13:55.180 but these are the processes

NOTE Confidence: 0.97040355

00:13:55.180 --> 00:13:56.815 that we think should be going

NOTE Confidence: 0.97040355

00:13:56.815 --> 00:13:58.119 on throughout the learning,

NOTE Confidence: 0.97040355

00:13:58.120 --> 00:13:58.604 self monitoring,

NOTE Confidence: 0.97040355

00:13:58.604 --> 00:14:00.298 so being able to notice our own

NOTE Confidence: 0.97040355

00:14:00.298 --> 00:14:01.860 actions and being willing to kind of

NOTE Confidence: 0.97040355

00:14:01.860 --> 00:14:03.360 use those to improve our behaviour.

NOTE Confidence: 0.97040355

00:14:03.360 --> 00:14:05.188 The metacognition setting goals,

NOTE Confidence: 0.97040355

00:14:05.188 --> 00:14:06.559 planning an approach,

NOTE Confidence: 0.97040355

00:14:06.560 --> 00:14:07.580 monitoring our progress,

NOTE Confidence: 0.97040355

00:14:07.580 --> 00:14:09.280 making adjustments along the way,

NOTE Confidence: 0.97040355

00:14:09.280 --> 00:14:11.560 really important for learning in general.

NOTE Confidence: 0.97040355

00:14:11.560 --> 00:14:14.680 And most of us probably skip these steps.

NOTE Confidence: 0.97040355

00:14:14.680 --> 00:14:15.035 Reflection,

NOTE Confidence: 0.97040355

00:14:15.035 --> 00:14:17.801 one of you mentioned this in the in

NOTE Confidence: 0.97040355

00:14:17.801 --> 00:14:19.487 the chat which I absolutely love

NOTE Confidence: 0.97040355

00:14:19.487 --> 00:14:21.338 seeing that whether it's before during

NOTE Confidence: 0.97040355

00:14:21.338 --> 00:14:23.240 an A learning encounter or after

NOTE Confidence: 0.97040355

00:14:23.240 --> 00:14:24.838 reflection is incredibly impactful.

NOTE Confidence: 0.97040355

00:14:24.840 --> 00:14:26.828 And again there's a lot of great

NOTE Confidence: 0.97040355

00:14:26.828 --> 00:14:28.275 literature about reflection and how

NOTE Confidence: 0.97040355

00:14:28.275 --> 00:14:30.165 it really does help us gain greater

NOTE Confidence: 0.97040355

00:14:30.165 --> 00:14:31.139 understanding through its process.

NOTE Confidence: 0.97040355

00:14:31.139 --> 00:14:31.838 And then lastly,

NOTE Confidence: 0.97040355

00:14:31.840 --> 00:14:32.622 critical thinking,

NOTE Confidence: 0.97040355

00:14:32.622 --> 00:14:34.968 some of those higher order cognitive

NOTE Confidence: 0.97040355

00:14:34.968 --> 00:14:37.503 skills being a little bit more deliberate

NOTE Confidence: 0.97040355

00:14:37.503 --> 00:14:39.820 about our thinking at the core both of

NOTE Confidence: 0.97040355

00:14:39.820 --> 00:14:41.918 the definition and then of the model is,

NOTE Confidence: 0.97040355

00:14:41.920 --> 00:14:42.296 is this,

NOTE Confidence: 0.97040355

00:14:42.296 --> 00:14:43.236 it is at the core,

NOTE Confidence: 0.97040355

00:14:43.240 --> 00:14:45.408 it's self regulated learning

NOTE Confidence: 0.97040355

00:14:45.408 --> 00:14:47.838 strong literature based from the

NOTE Confidence: 0.97040355

00:14:47.838 --> 00:14:49.434 general education literature as

NOTE Confidence: 0.97040355

00:14:49.434 --> 00:14:51.743 well as the adaptation from Larry

NOTE Confidence: 0.97040355

00:14:51.743 --> 00:14:53.681 Grepin and Casey White and others

NOTE Confidence: 0.97040355

00:14:53.681 --> 00:14:55.712 to the Med Ed version planning,

NOTE Confidence: 0.97040355

00:14:55.712 --> 00:14:57.440 learning, assessing and adjusting.

NOTE Confidence: 0.97040355

00:14:57.440 --> 00:14:58.984 And for any of you that do quality

NOTE Confidence: 0.97040355

00:14:58.984 --> 00:15:00.158 improvement in the clinical space,

NOTE Confidence: 0.97040355

00:15:00.160 --> 00:15:01.240 this should also look really,

NOTE Confidence: 0.97040355

00:15:01.240 --> 00:15:01.996 really familiar.

NOTE Confidence: 0.97040355

00:15:01.996 --> 00:15:04.264 It very much mimics the PDSA

NOTE Confidence: 0.97040355

00:15:04.264 --> 00:15:06.079 cycle or plan do study,

NOTE Confidence: 0.97040355

00:15:06.080 --> 00:15:07.384 active quality improvement and

NOTE Confidence: 0.97040355

00:15:07.384 --> 00:15:09.815 we love the idea of our learners

NOTE Confidence: 0.97040355

00:15:09.815 --> 00:15:11.875 doing PDSA cycles on themselves.

NOTE Confidence: 0.97040355

00:15:11.880 --> 00:15:14.274 How can they improve add as learners,

NOTE Confidence: 0.97040355

00:15:14.280 --> 00:15:18.800 how can we as faculty improve as learners.

NOTE Confidence: 0.97040355

00:15:18.800 --> 00:15:19.766 So I want to just walk through

NOTE Confidence: 0.97040355

00:15:19.766 --> 00:15:20.560 each of these four gears.

NOTE Confidence: 0.97040355

00:15:20.560 --> 00:15:21.880 We'll start with the planning phase

NOTE Confidence: 0.97040355

00:15:21.880 --> 00:15:23.520 and I will continue to circle back and

NOTE Confidence: 0.97040355

00:15:23.520 --> 00:15:24.984 allow you to add things in the chat

NOTE Confidence: 0.97040355

00:15:24.984 --> 00:15:27.960 so that we can engage a little bit that way.

NOTE Confidence: 0.97040355

00:15:27.960 --> 00:15:28.980 Within the planning phase,

NOTE Confidence: 0.97040355

00:15:28.980 --> 00:15:30.840 there are three kind of core steps,

NOTE Confidence: 0.97040355

00:15:30.840 --> 00:15:32.611 the first being identifying a gap between

NOTE Confidence: 0.97040355

00:15:32.611 --> 00:15:34.717 what is and what could be or should be.

NOTE Confidence: 0.97040355

00:15:34.720 --> 00:15:36.274 So a gap in our own practice,

NOTE Confidence: 0.97040355

00:15:36.280 --> 00:15:37.090 our own knowledge,

NOTE Confidence: 0.97040355

00:15:37.090 --> 00:15:38.440 our own skills or attitude,

NOTE Confidence: 0.929983214545455

00:15:38.440 --> 00:15:40.636 Selecting one of those for learning

NOTE Confidence: 0.929983214545455

00:15:40.636 --> 00:15:42.800 and then searching out resources.

NOTE Confidence: 0.929983214545455

00:15:42.800 --> 00:15:43.794 And if you haven't seen this book,

34

NOTE Confidence: 0.929983214545455

00:15:43.800 --> 00:15:44.900 I highly recommend it.

NOTE Confidence: 0.929983214545455

00:15:44.900 --> 00:15:46.786 It's called Being Wrong by Catherine Schultz.

NOTE Confidence: 0.929983214545455

00:15:46.786 --> 00:15:48.917 She's also got a great Ted Talk if

NOTE Confidence: 0.929983214545455

00:15:48.917 --> 00:15:50.399 you prefer the Ted Talk version.

NOTE Confidence: 0.929983214545455

00:15:50.400 --> 00:15:51.876 Her premise is that in general,

NOTE Confidence: 0.929983214545455

00:15:51.880 --> 00:15:53.236 as humans, we hate being wrong.

NOTE Confidence: 0.929983214545455

00:15:53.240 --> 00:15:54.200 Which I'm like, Yep, Yep,

NOTE Confidence: 0.929983214545455

00:15:54.200 --> 00:15:55.301 that totally resonates.

NOTE Confidence: 0.929983214545455

00:15:55.301 --> 00:15:57.503 And her argument is that instead

NOTE Confidence: 0.929983214545455

00:15:57.503 --> 00:15:59.237 of running away from it,

NOTE Confidence: 0.929983214545455

00:15:59.240 --> 00:16:00.320 which most of us do,

NOTE Confidence: 0.929983214545455

00:16:00.320 --> 00:16:01.718 we should be running towards what?

NOTE Confidence: 0.929983214545455

00:16:01.720 --> 00:16:02.560 Where we're wrong.

NOTE Confidence: 0.929983214545455

00:16:02.560 --> 00:16:04.240 Because that's where the learning happens.

NOTE Confidence: 0.929983214545455

00:16:04.240 --> 00:16:05.997 And that's just such a different frame.

NOTE Confidence: 0.929983214545455

00:16:06.000 --> 00:16:09.036 And again, think about our students.

NOTE Confidence: 0.929983214545455

00:16:09.040 --> 00:16:10.312 Are they far more likely to

NOTE Confidence: 0.929983214545455

00:16:10.312 --> 00:16:11.720 tell you what they don't know?

NOTE Confidence: 0.929983214545455

00:16:11.720 --> 00:16:13.056 Or they're going to try to stand there

NOTE Confidence: 0.929983214545455

00:16:13.056 --> 00:16:14.429 on rounds and just be quiet because they

NOTE Confidence: 0.929983214545455

00:16:14.429 --> 00:16:16.039 don't want you to know what they don't know,

NOTE Confidence: 0.929983214545455

00:16:16.040 --> 00:16:16.297 right.

NOTE Confidence: 0.929983214545455

00:16:16.297 --> 00:16:18.899 One is really good for learning, one is not.

NOTE Confidence: 0.929983214545455

00:16:18.899 --> 00:16:20.177 And so we, again,

NOTE Confidence: 0.929983214545455

00:16:20.177 --> 00:16:21.479 we're not perfect by any means,

NOTE Confidence: 0.929983214545455

00:16:21.480 --> 00:16:22.964 but we are trying to create a

NOTE Confidence: 0.929983214545455

00:16:22.964 --> 00:16:24.560 culture where it's not only OK,

NOTE Confidence: 0.929983214545455

00:16:24.560 --> 00:16:26.120 but encouraged to say, oh,

NOTE Confidence: 0.929983214545455

00:16:26.120 --> 00:16:27.520 I don't really understand that.

NOTE Confidence: 0.929983214545455

00:16:27.520 --> 00:16:29.200 I I can't feel the liver.

NOTE Confidence: 0.929983214545455

00:16:29.200 --> 00:16:30.796 Nope, I didn't hear that murmur.

NOTE Confidence: 0.929983214545455

00:16:30.800 --> 00:16:31.682 I don't have any idea what's

NOTE Confidence: 0.929983214545455

00:16:31.682 --> 00:16:32.560 going on with this patient.

NOTE Confidence: 0.929983214545455

00:16:32.560 --> 00:16:33.564 Can you help me?

NOTE Confidence: 0.929983214545455

00:16:33.564 --> 00:16:35.070 Because that learning is far better

NOTE Confidence: 0.929983214545455

00:16:35.120 --> 00:16:36.518 than the student who just is.

NOTE Confidence: 0.929983214545455

00:16:36.520 --> 00:16:38.158 Like if I stand here quietly,

NOTE Confidence: 0.929983214545455

00:16:38.160 --> 00:16:39.700 maybe they won't know what I don't

NOTE Confidence: 0.929983214545455

00:16:39.700 --> 00:16:41.437 know and I will get a good mark.

NOTE Confidence: 0.929983214545455

00:16:41.440 --> 00:16:44.017 We want to embrace being wrong because

NOTE Confidence: 0.929983214545455

00:16:44.017 --> 00:16:46.039 that allows whether it's a knowledge,

NOTE Confidence: 0.929983214545455

00:16:46.040 --> 00:16:47.388 skill or attitude gap,

NOTE Confidence: 0.929983214545455

00:16:47.388 --> 00:16:50.462 it allows us to target that for improvement

NOTE Confidence: 0.929983214545455

00:16:50.462 --> 00:16:52.917 and ultimately provide better care.

NOTE Confidence: 0.929983214545455

00:16:52.920 --> 00:16:55.080 So I want you to think in the chat with me,

NOTE Confidence: 0.929983214545455

00:16:55.080 --> 00:16:56.610 how do trainees identify potential

NOTE Confidence: 0.929983214545455

00:16:56.610 --> 00:16:58.506 gaps in their practice And it's

NOTE Confidence: 0.929983214545455

00:16:58.506 --> 00:17:00.046 probably different based on if

NOTE Confidence: 0.929983214545455

00:17:00.046 --> 00:17:02.140 they're pre clerkship in the

NOTE Confidence: 0.929983214545455

00:17:02.140 --> 00:17:04.136 clerkship post clerkship a resident.

NOTE Confidence: 0.929983214545455

00:17:04.136 --> 00:17:05.776 It probably varies but I'll

NOTE Confidence: 0.929983214545455

00:17:05.776 --> 00:17:07.839 start with just trainees broadly.

NOTE Confidence: 0.929983214545455

00:17:07.840 --> 00:17:11.914 How might trainees identify their own gaps?

NOTE Confidence: 0.929983214545455

00:17:11.920 --> 00:17:12.744 And then don't worry.

NOTE Confidence: 0.929983214545455

00:17:12.744 --> 00:17:13.980 The follow up question is how

NOTE Confidence: 0.929983214545455

00:17:14.028 --> 00:17:14.880 do you identify gaps?

NOTE Confidence: 0.929983214545455

00:17:14.880 --> 00:17:15.306 Ha ha.

NOTE Confidence: 0.929983214545455

00:17:15.306 --> 00:17:16.797 It's a little bit easier though to

NOTE Confidence: 0.929983214545455

00:17:16.797 --> 00:17:18.067 think about trainees because that's

NOTE Confidence: 0.929983214545455

00:17:18.067 --> 00:17:19.884 them and we can talk about them

NOTE Confidence: 0.929983214545455

00:17:19.884 --> 00:17:21.360 and what they don't do perfectly.

NOTE Confidence: 0.929983214545455

00:17:21.360 --> 00:17:22.422 It's a little harder when we

NOTE Confidence: 0.929983214545455

00:17:22.422 --> 00:17:22.953 think about ourselves,

NOTE Confidence: 0.929983214545455

00:17:22.960 --> 00:17:24.355 but I would like you to think about both.

NOTE Confidence: 0.473514554

00:17:29.240 --> 00:17:30.912 Oh yeah. It. I agree, Michael,

NOTE Confidence: 0.473514554

00:17:30.912 --> 00:17:32.272 that it's an often times

NOTE Confidence: 0.473514554

00:17:32.272 --> 00:17:33.360 it's an affective response

NOTE Confidence: 0.959997343333333

00:17:35.960 --> 00:17:38.242 that we can have in a situation

NOTE Confidence: 0.959997343333333

00:17:38.242 --> 00:17:39.640 where we're recognizing a gap.

NOTE Confidence: 0.959997343333333

00:17:39.640 --> 00:17:40.775 They're asked to do something by a

NOTE Confidence: 0.959997343333333

00:17:40.775 --> 00:17:41.800 supervisor and don't know the answer.

NOTE Confidence: 0.959997343333333

00:17:41.800 --> 00:17:44.628 Yes. And then there's that moment of

NOTE Confidence: 0.959997343333333

00:17:44.628 --> 00:17:46.434 panic of I don't know how to do this.

NOTE Confidence: 0.959997343333333

00:17:46.440 --> 00:17:47.838 Should I try to fake it?

NOTE Confidence: 0.959997343333333

00:17:47.840 --> 00:17:49.555 Should I admit what I don't know?

NOTE Confidence: 0.959997343333333

00:17:49.560 --> 00:17:51.200 And that that is true of us too.

NOTE Confidence: 0.959997343333333

00:17:51.200 --> 00:17:51.998 At least it is of me.

NOTE Confidence: 0.959997343333333

00:17:52.000 --> 00:17:52.880 I can't speak for you,

NOTE Confidence: 0.959997343333333

00:17:52.880 --> 00:17:53.960 but I will tell you,

NOTE Confidence: 0.959997343333333

00:17:53.960 --> 00:17:55.238 especially if I've got a really

NOTE Confidence: 0.959997343333333

00:17:55.238 --> 00:17:56.591 good resident or a really good

NOTE Confidence: 0.959997343333333

00:17:56.591 --> 00:17:57.947 student who asked me a question

NOTE Confidence: 0.959997343333333

00:17:57.947 --> 00:17:59.452 on rounds and I'm like I have a

NOTE Confidence: 0.959997343333333

00:17:59.452 --> 00:18:00.960 moment to try to use the old tactic,

NOTE Confidence: 0.959997343333333

00:18:00.960 --> 00:18:01.920 well, that's a great question.

NOTE Confidence: 0.959997343333333

00:18:01.920 --> 00:18:02.808 Why don't you look that up

NOTE Confidence: 0.959997343333333

00:18:02.808 --> 00:18:03.400 and tell us tomorrow,

NOTE Confidence: 0.959997343333333

00:18:03.400 --> 00:18:05.752 which is a total stall tactic or

NOTE Confidence: 0.959997343333333

00:18:05.752 --> 00:18:07.820 for me to say I don't actually know,

NOTE Confidence: 0.959997343333333

00:18:07.820 --> 00:18:09.186 I don't know if I'm current with

NOTE Confidence: 0.959997343333333

00:18:09.186 --> 00:18:10.236 the literature on that topic.

NOTE Confidence: 0.959997343333333

00:18:10.240 --> 00:18:12.196 Let's let's look that up together

NOTE Confidence: 0.959997343333333

00:18:12.200 --> 00:18:14.324 and I will tell you the latter is far

NOTE Confidence: 0.959997343333333

00:18:14.324 --> 00:18:16.022 better role modeling and setting the

NOTE Confidence: 0.959997343333333

00:18:16.022 --> 00:18:17.960 stage and the tone that that is okay.

NOTE Confidence: 0.959997343333333

00:18:17.960 --> 00:18:20.000 And so I have had to get very

NOTE Confidence: 0.959997343333333

00:18:20.000 --> 00:18:21.679 comfortable saying I don't know and yes,

NOTE Confidence: 0.959997343333333

00:18:21.680 --> 00:18:23.760 we should try to figure this out together.

NOTE Confidence: 0.959997343333333

00:18:23.760 --> 00:18:25.559 And I love that comparing us ourselves

NOTE Confidence: 0.959997343333333

00:18:25.559 --> 00:18:27.250 to colleagues that is one of the ways

NOTE Confidence: 0.959997343333333

00:18:27.250 --> 00:18:28.719 that I know where my gaps are is,

NOTE Confidence: 0.959997343333333

00:18:28.720 --> 00:18:30.477 is I'm getting sign out from my

NOTE Confidence: 0.959997343333333

00:18:30.477 --> 00:18:32.041 colleagues or giving sign out and

NOTE Confidence: 0.959997343333333

00:18:32.041 --> 00:18:33.553 they ask questions and you're like

NOTE Confidence: 0.959997343333333

00:18:33.560 --> 00:18:34.680 I didn't think about that at all.

NOTE Confidence: 0.959997343333333

00:18:34.680 --> 00:18:35.560 Thank you for raising that.

NOTE Confidence: 0.959997343333333

00:18:35.560 --> 00:18:37.280 We should absolutely investigate

NOTE Confidence: 0.959997343333333

00:18:37.280 --> 00:18:39.256 that for this patient. OK.

NOTE Confidence: 0.959997343333333

00:18:39.256 --> 00:18:41.408 You guys are great. This is wonderful.

NOTE Confidence: 0.959997343333333

00:18:41.408 --> 00:18:42.880 All right. You can keep them coming.

NOTE Confidence: 0.959997343333333

00:18:42.880 --> 00:18:43.880 If you've got other ideas,

NOTE Confidence: 0.959997343333333

00:18:43.880 --> 00:18:46.400 I'm going to move to the learning gear.

NOTE Confidence: 0.959997343333333

00:18:46.400 --> 00:18:48.224 So I want us to think there for

NOTE Confidence: 0.959997343333333

00:18:48.224 --> 00:18:49.328 a minute where this is,

NOTE Confidence: 0.959997343333333

00:18:49.328 --> 00:18:50.840 I would argue most of my learners

NOTE Confidence: 0.959997343333333

00:18:50.895 --> 00:18:52.155 and and probably me as well,

NOTE Confidence: 0.959997343333333

00:18:52.160 --> 00:18:53.600 if I've got a little bit of time,

NOTE Confidence: 0.959997343333333

00:18:53.600 --> 00:18:54.716 I'm going to skip the planning.

NOTE Confidence: 0.959997343333333

00:18:54.720 --> 00:18:56.120 I'm going to dive right into the learning,

NOTE Confidence: 0.959997343333333

00:18:56.120 --> 00:18:58.076 just going to do the learning

NOTE Confidence: 0.959997343333333

00:18:58.080 --> 00:18:59.680 and that it that works.

NOTE Confidence: 0.959997343333333

00:18:59.680 --> 00:19:01.241 But I would argue it works far

NOTE Confidence: 0.959997343333333

00:19:01.241 --> 00:19:02.577 more effectively and probably more

NOTE Confidence: 0.959997343333333

00:19:02.577 --> 00:19:04.112 efficiently to actually spend that

00:19:04.112 --> 00:19:05.973 time upfront planning and then to use

00:19:05.973 --> 00:19:07.311 targeted learning as opposed to I'm

00:19:07.320 --> 00:19:09.600 just going to sit and read for a little bit.

00:19:09.600 --> 00:19:11.378 So this is the phase where we

00:19:11.378 --> 00:19:13.039 actually do engage in the learning.

00:19:13.040 --> 00:19:14.192 And so with that,

00:19:14.192 --> 00:19:15.920 I actually want to pause before

00:19:15.987 --> 00:19:18.005 I go on and and and ask you

00:19:18.005 --> 00:19:19.610 all what learning strategies do

00:19:19.676 --> 00:19:21.440 your trainees typically use?

00:19:21.440 --> 00:19:23.232 And it should probably be no shock at

00:19:23.232 --> 00:19:25.225 this time at all that the follow up

00:19:25.225 --> 00:19:26.799 is what typical strategies do you use.

00:19:26.800 --> 00:19:27.920 But let's start with trainees.

00:19:27.920 --> 00:19:29.615 What what strategies are your

00:19:29.615 --> 00:19:31.634 trainees often using when they are

NOTE Confidence: 0.959997343333333

00:19:31.634 --> 00:19:33.288 trying to learn a new concept or

NOTE Confidence: 0.959997343333333

00:19:33.288 --> 00:19:34.348 learn to address something that

NOTE Confidence: 0.959997343333333

00:19:34.348 --> 00:19:35.640 they feel like they don't know?

NOTE Confidence: 0.9735015

00:19:45.950 --> 00:19:47.168 And while you're typing,

NOTE Confidence: 0.9735015

00:19:47.168 --> 00:19:50.076 if you're memorizing, yes, 100%.

NOTE Confidence: 0.9735015

00:19:50.076 --> 00:19:52.078 If your students are anything like mine,

NOTE Confidence: 0.9735015

00:19:52.080 --> 00:19:54.240 I expect to see Anki or question banks.

NOTE Confidence: 0.9735015

00:19:54.240 --> 00:19:55.152 Oh, there's Anki. Yes,

NOTE Confidence: 0.9735015

00:19:55.152 --> 00:19:56.880 I'm glad it made it in there,

NOTE Confidence: 0.962029154

00:19:58.160 --> 00:19:59.520 which can be a good

NOTE Confidence: 0.952009466363636

00:19:59.520 --> 00:20:01.011 tool. But for the students that that

NOTE Confidence: 0.952009466363636

00:20:01.011 --> 00:20:02.706 is the only tool, or question banks,

NOTE Confidence: 0.952009466363636

00:20:02.706 --> 00:20:04.278 which is the for some students,

NOTE Confidence: 0.952009466363636

00:20:04.280 --> 00:20:06.880 that's the only tool that they use. I'm like,

NOTE Confidence: 0.952009466363636

00:20:06.880 --> 00:20:09.720 no, it it is a very helpful dipstick.

NOTE Confidence: 0.952009466363636

00:20:09.720 --> 00:20:10.800 It tells you what you know

NOTE Confidence: 0.952009466363636

00:20:10.800 --> 00:20:11.760 and what you don't know.

NOTE Confidence: 0.952009466363636

00:20:11.760 --> 00:20:14.076 That's really good for gap identification.

NOTE Confidence: 0.952009466363636

00:20:14.080 --> 00:20:16.582 But it is not a great strategy to really

NOTE Confidence: 0.952009466363636

00:20:16.582 --> 00:20:18.557 understand ideas and understand concepts.

NOTE Confidence: 0.952009466363636

00:20:18.560 --> 00:20:20.079 And so we try to encourage our

NOTE Confidence: 0.952009466363636

00:20:20.079 --> 00:20:21.719 students to use multiple strategies.

NOTE Confidence: 0.952009466363636

00:20:21.720 --> 00:20:22.785 You guys are great producing

NOTE Confidence: 0.952009466363636

00:20:22.785 --> 00:20:23.637 some of these strategies.

NOTE Confidence: 0.952009466363636

00:20:23.640 --> 00:20:25.836 And so then I'm going to switch it a

NOTE Confidence: 0.952009466363636

00:20:25.836 --> 00:20:27.928 little bit to you think about how you

NOTE Confidence: 0.952009466363636

00:20:27.928 --> 00:20:29.839 learn and what strategies you use.

NOTE Confidence: 0.952009466363636

00:20:29.840 --> 00:20:31.244 And I love this last comment

NOTE Confidence: 0.952009466363636

00:20:31.244 --> 00:20:32.680 about they do like podcasts.

NOTE Confidence: 0.952009466363636

00:20:32.680 --> 00:20:33.832 I think that's true of our learners as well.

NOTE Confidence: 0.952009466363636

00:20:33.840 --> 00:20:35.220 They hate textbooks.

00:20:35.220 --> 00:20:36.600 I love textbooks.

00:20:36.600 --> 00:20:38.472 It makes me so happy to have a textbook.

00:20:38.480 --> 00:20:39.920 And my learners, you're absolutely right,

00:20:39.920 --> 00:20:41.360 They absolutely don't like that.

00:20:41.360 --> 00:20:42.680 They want they want PDFs,

00:20:42.680 --> 00:20:43.544 they want PowerPoints,

00:20:43.544 --> 00:20:45.560 they want something that has been digested.

00:20:45.560 --> 00:20:47.016 And and so I think part of that

00:20:47.016 --> 00:20:48.093 is learning about our learners

00:20:48.093 --> 00:20:49.640 and how can we best support them.

00:20:49.640 --> 00:20:51.596 How do we provide great content,

00:20:51.600 --> 00:20:52.328 great ideas,

00:20:52.328 --> 00:20:55.240 but not things that can be easily memorized,

00:20:55.240 --> 00:20:55.734 easily forgotten,

00:20:55.734 --> 00:20:57.463 that don't actually lead to one of

NOTE Confidence: 0.952009466363636

00:20:57.463 --> 00:20:59.076 the things we'll talk about later,

NOTE Confidence: 0.952009466363636

00:20:59.080 --> 00:21:02.440 IE deep conceptual understanding.

NOTE Confidence: 0.952009466363636

00:21:02.440 --> 00:21:04.720 All right.

NOTE Confidence: 0.952009466363636

00:21:04.720 --> 00:21:05.936 So let's talk a little bit about

NOTE Confidence: 0.952009466363636

00:21:05.936 --> 00:21:06.640 some of these strategies,

NOTE Confidence: 0.952009466363636

00:21:06.640 --> 00:21:08.512 which I didn't see all of them pop up.

NOTE Confidence: 0.952009466363636

00:21:08.520 --> 00:21:09.219 I usually do,

NOTE Confidence: 0.952009466363636

00:21:09.219 --> 00:21:11.799 but I'm not going to ask for a show of hands.

NOTE Confidence: 0.952009466363636

00:21:11.800 --> 00:21:14.504 But rereading is one that I use highlighting

NOTE Confidence: 0.952009466363636

00:21:14.504 --> 00:21:16.480 and underlining absolutely also do it.

NOTE Confidence: 0.952009466363636

00:21:16.480 --> 00:21:17.182 And unfortunately,

NOTE Confidence: 0.952009466363636

00:21:17.182 --> 00:21:18.586 there is consistent literature

NOTE Confidence: 0.952009466363636

00:21:18.586 --> 00:21:21.039 that that is a horrible strategy.

NOTE Confidence: 0.952009466363636

00:21:21.040 --> 00:21:22.874 It does not lead to durable memory.

NOTE Confidence: 0.952009466363636

00:21:22.880 --> 00:21:24.368 It is very time consuming and

NOTE Confidence: 0.952009466363636

00:21:24.368 --> 00:21:26.061 it gives us this false sense

NOTE Confidence: 0.952009466363636

00:21:26.061 --> 00:21:27.676 of familiarity with the topic.

NOTE Confidence: 0.952009466363636

00:21:27.680 --> 00:21:30.920 So we think we know more than we actually do.

NOTE Confidence: 0.952009466363636

00:21:30.920 --> 00:21:32.504 Do I still default to rereading

NOTE Confidence: 0.952009466363636

00:21:32.504 --> 00:21:33.560 and highlighting under lining?

NOTE Confidence: 0.952009466363636

00:21:33.560 --> 00:21:35.360 I often do if I'm not being very intentional.

NOTE Confidence: 0.952009466363636

00:21:35.360 --> 00:21:37.600 So I'll just I will out myself there.

NOTE Confidence: 0.952009466363636

00:21:37.600 --> 00:21:39.400 I will not ask for a show of your hands,

NOTE Confidence: 0.952009466363636

00:21:39.400 --> 00:21:40.936 but I really this is a great book

NOTE Confidence: 0.952009466363636

00:21:40.936 --> 00:21:42.496 here in the that in the bottom

NOTE Confidence: 0.952009466363636

00:21:42.496 --> 00:21:44.240 corner Make it Stick which is

NOTE Confidence: 0.952009466363636

00:21:44.240 --> 00:21:45.920 written by educational psychologists.

NOTE Confidence: 0.952009466363636

00:21:45.920 --> 00:21:47.208 They're college professors and

NOTE Confidence: 0.952009466363636

00:21:47.208 --> 00:21:49.441 it really walks through a lot of

NOTE Confidence: 0.952009466363636

00:21:49.441 --> 00:21:50.905 the science but describes it in

NOTE Confidence: 0.952009466363636

00:21:50.905 --> 00:21:51.880 a very accessible way,

00:21:51.880 --> 00:21:53.560 written for more of a lay public,

00:21:53.560 --> 00:21:54.274 really great book.

00:21:54.274 --> 00:21:55.940 I've even talked with other schools that

00:21:55.983 --> 00:21:57.792 that use this book for all of their students.

00:21:57.800 --> 00:21:58.600 We haven't gotten that far,

00:21:58.600 --> 00:22:00.076 but I really we use a lot of it,

00:22:00.080 --> 00:22:01.128 little pieces of it.

00:22:01.128 --> 00:22:03.064 And in that book they make the

00:22:03.064 --> 00:22:04.900 quote that learning is deeper and

00:22:04.900 --> 00:22:06.719 more durable when it's effortful.

00:22:06.720 --> 00:22:07.760 So if it's not hard,

00:22:07.760 --> 00:22:08.672 we're probably not learning,

00:22:08.672 --> 00:22:10.040 which is a little bit depressing,

00:22:10.040 --> 00:22:10.513 right?

00:22:10.513 --> 00:22:13.740 It's like if it's easy it's probably

00:22:13.740 --> 00:22:16.320 not leading to long term understanding.

NOTE Confidence: 0.952009466363636

00:22:16.320 --> 00:22:16.905 And I love,

NOTE Confidence: 0.952009466363636

00:22:16.905 --> 00:22:18.270 I saw Retrieval practice show up in

NOTE Confidence: 0.89739586

00:22:18.312 --> 00:22:18.890 here. Absolutely.

NOTE Confidence: 0.89739586

00:22:18.890 --> 00:22:20.000 Knowledge retrieval strategy.

NOTE Confidence: 0.89739586

00:22:20.000 --> 00:22:21.850 So quizzing yourself can be

NOTE Confidence: 0.89739586

00:22:21.850 --> 00:22:23.638 a really effective strategy.

NOTE Confidence: 0.89739586

00:22:23.640 --> 00:22:24.265 Again, I just don't think

NOTE Confidence: 0.89739586

00:22:24.265 --> 00:22:25.040 it can be the only one.

NOTE Confidence: 0.89739586

00:22:25.040 --> 00:22:26.448 But knowledge retrieval practice

NOTE Confidence: 0.89739586

00:22:26.448 --> 00:22:28.560 is a really well proven strategy

NOTE Confidence: 0.89739586

00:22:28.618 --> 00:22:30.478 with great literature as is

NOTE Confidence: 0.89739586

00:22:30.478 --> 00:22:31.594 space repetitious learning,

NOTE Confidence: 0.89739586

00:22:31.600 --> 00:22:33.880 especially if you combine those two.

NOTE Confidence: 0.89739586

00:22:33.880 --> 00:22:35.576 Concept mapping is another,

NOTE Confidence: 0.89739586

00:22:35.576 --> 00:22:38.840 which is a fairly labour intensive way,

00:22:38.840 --> 00:22:40.184 but it actually forces the learners

00:22:40.184 --> 00:22:41.781 to put on paper or on computer

00:22:41.781 --> 00:22:43.095 how they think about things and

00:22:43.095 --> 00:22:44.416 how they see concepts organized

00:22:44.416 --> 00:22:45.994 and how they see them connected.

00:22:46.000 --> 00:22:48.052 And it's that process of making

00:22:48.052 --> 00:22:49.960 decisions that is really active

00:22:49.960 --> 00:22:51.520 and gets them thinking.

00:22:51.520 --> 00:22:53.160 This is a paper that I was part of and

00:22:53.209 --> 00:22:54.721 it's one of my favorite papers that

00:22:54.721 --> 00:22:56.237 I've ever been able to be part of.

00:22:56.240 --> 00:22:57.050 One, because I loved all the

00:22:57.050 --> 00:22:57.958 people I got to do it with.

00:22:57.960 --> 00:23:01.155 But two, it was really fun to wrestle with.

00:23:01.160 --> 00:23:02.380 These are great theories,

00:23:02.380 --> 00:23:03.600 these are great concepts,

NOTE Confidence: 0.89739586

00:23:03.600 --> 00:23:05.958 but practically what does that mean?

NOTE Confidence: 0.89739586

00:23:05.960 --> 00:23:08.108 And so these are 4 strategies

NOTE Confidence: 0.89739586

00:23:08.108 --> 00:23:09.392 in the literature,

NOTE Confidence: 0.89739586

00:23:09.392 --> 00:23:10.676 Deep Conceptual Understanding,

NOTE Confidence: 0.89739586

00:23:10.680 --> 00:23:11.870 Meaningful Variation,

NOTE Confidence: 0.89739586

00:23:11.870 --> 00:23:14.845 Productive Struggle and Discovery and

NOTE Confidence: 0.89739586

00:23:14.845 --> 00:23:16.808 Metacognitive Strategies that have been

NOTE Confidence: 0.89739586

00:23:16.808 --> 00:23:19.240 shown to lead to this type of expertise,

NOTE Confidence: 0.89739586

00:23:19.240 --> 00:23:20.240 learning when used well.

NOTE Confidence: 0.89739586

00:23:20.240 --> 00:23:22.280 And what we did in this paper was

NOTE Confidence: 0.89739586

00:23:22.280 --> 00:23:24.232 try to walk through at the UME level,

NOTE Confidence: 0.89739586

00:23:24.240 --> 00:23:25.960 talking about my Vanderbilt program.

NOTE Confidence: 0.89739586

00:23:25.960 --> 00:23:27.208 At the GME level,

NOTE Confidence: 0.89739586

00:23:27.208 --> 00:23:28.768 the four emergency medicine physicians

NOTE Confidence: 0.89739586

00:23:28.768 --> 00:23:30.637 talking about their different programs.

NOTE Confidence: 0.89739586

00:23:30.640 --> 00:23:32.446 And then Alyssa Hollow and Heather

NOTE Confidence: 0.89739586

00:23:32.446 --> 00:23:34.258 Billings at the Mayo Clinic talking

NOTE Confidence: 0.89739586

00:23:34.258 --> 00:23:36.175 about at a CPDCME level how

NOTE Confidence: 0.89739586

00:23:36.175 --> 00:23:38.000 these concepts could be applied.

NOTE Confidence: 0.89739586

00:23:38.000 --> 00:23:39.840 And so it's not exhaustive,

NOTE Confidence: 0.89739586

00:23:39.840 --> 00:23:42.992 but it is really how we tried to

NOTE Confidence: 0.89739586

00:23:42.992 --> 00:23:45.399 apply these concepts locally.

NOTE Confidence: 0.89739586

00:23:45.400 --> 00:23:47.192 To build on this idea that mastery

NOTE Confidence: 0.89739586

00:23:47.192 --> 00:23:48.838 requires both possession of ready knowledge,

NOTE Confidence: 0.89739586

00:23:48.840 --> 00:23:50.776 important, but the conceptual

NOTE Confidence: 0.89739586

00:23:50.776 --> 00:23:53.680 understanding of how to use it.

NOTE Confidence: 0.89739586

00:23:53.680 --> 00:23:54.312 And I'll be honest,

NOTE Confidence: 0.89739586

00:23:54.312 --> 00:23:55.692 this is what we hear from the students

NOTE Confidence: 0.89739586

00:23:55.692 --> 00:23:56.874 when we talk about these things.

NOTE Confidence: 0.89739586

00:23:56.880 --> 00:23:57.380 Like, yes,

NOTE Confidence: 0.89739586

00:23:57.380 --> 00:23:58.880 but that just takes too long.

NOTE Confidence: 0.89739586

00:23:58.880 --> 00:24:01.490 I can get through an AKI deck far faster

NOTE Confidence: 0.89739586

00:24:01.490 --> 00:24:04.034 than I can to sit and do a concept map.

NOTE Confidence: 0.89739586

00:24:04.040 --> 00:24:05.720 Yes, that is absolutely true.

NOTE Confidence: 0.89739586

00:24:05.720 --> 00:24:07.267 So we try to make the argument

NOTE Confidence: 0.89739586

00:24:07.267 --> 00:24:08.939 to them that much like compound

NOTE Confidence: 0.89739586

00:24:08.939 --> 00:24:10.519 interest in the banking world,

NOTE Confidence: 0.89739586

00:24:10.520 --> 00:24:12.020 they're making an initial investment

NOTE Confidence: 0.89739586

00:24:12.020 --> 00:24:13.846 in learning this and laying the

NOTE Confidence: 0.89739586

00:24:13.846 --> 00:24:15.502 foundation for these ideas and these

NOTE Confidence: 0.89739586

00:24:15.502 --> 00:24:17.145 concepts that will over time allow

NOTE Confidence: 0.89739586

00:24:17.145 --> 00:24:18.916 them to learn far more effectively and

NOTE Confidence: 0.89739586

00:24:18.920 --> 00:24:22.080 ultimately more efficiently as well.

NOTE Confidence: 0.89739586

00:24:22.080 --> 00:24:23.760 So I want us to think and in

NOTE Confidence: 0.89739586

00:24:23.760 --> 00:24:25.864 just a minute I'm going to give

NOTE Confidence: 0.89739586

00:24:25.864 --> 00:24:27.624 you opportunity to to brainstorm

NOTE Confidence: 0.89739586

00:24:27.624 --> 00:24:28.800 some specific ideas,

NOTE Confidence: 0.89739586

00:24:28.800 --> 00:24:29.760 but so we're going to walk

NOTE Confidence: 0.89739586

00:24:29.760 --> 00:24:30.400 through each of these.

NOTE Confidence: 0.89739586

00:24:30.400 --> 00:24:32.520 So just be thinking ahead.

NOTE Confidence: 0.89739586

00:24:32.520 --> 00:24:33.702 Deep conceptual understanding.

NOTE Confidence: 0.89739586

00:24:33.702 --> 00:24:34.096 Again,

NOTE Confidence: 0.89739586

00:24:34.096 --> 00:24:36.460 this moves our learners away from

NOTE Confidence: 0.89739586

00:24:36.520 --> 00:24:37.520 rote memorization,

NOTE Confidence: 0.89739586

00:24:37.520 --> 00:24:39.320 membring factoids so that you can

NOTE Confidence: 0.89739586

00:24:39.320 --> 00:24:41.463 get a question right on a test

NOTE Confidence: 0.89739586

00:24:41.463 --> 00:24:42.933 to really trying to understand

NOTE Confidence: 0.89739586

00:24:42.933 --> 00:24:43.920 concepts and ideas.

NOTE Confidence: 0.89739586

00:24:43.920 --> 00:24:45.278 And so there's a lot of different

NOTE Confidence: 0.89739586

00:24:45.278 --> 00:24:46.597 strategies that can be used to do that.

NOTE Confidence: 0.89739586

00:24:46.600 --> 00:24:47.902 We do some things in our curriculum

NOTE Confidence: 0.89739586

00:24:47.902 --> 00:24:49.454 where we try to circle back to

NOTE Confidence: 0.89739586

00:24:49.454 --> 00:24:50.639 the foundational science in their

NOTE Confidence: 0.89739586

00:24:50.639 --> 00:24:50.876 clerkship

NOTE Confidence: 0.903810259615385

00:24:50.918 --> 00:24:52.238 and in their post clerkship phase.

NOTE Confidence: 0.903810259615385

00:24:52.240 --> 00:24:55.438 To really try to accomplish that

NOTE Confidence: 0.903810259615385

00:24:55.440 --> 00:24:57.306 meaningful variation is a is a

NOTE Confidence: 0.903810259615385

00:24:57.306 --> 00:24:59.380 strategy that helps them see different

NOTE Confidence: 0.903810259615385

00:24:59.380 --> 00:25:01.315 presentations of the same concept.

NOTE Confidence: 0.903810259615385

00:25:01.320 --> 00:25:03.112 For example, how might

NOTE Confidence: 0.903810259615385

00:25:03.112 --> 00:25:04.250 appendicitis present differently?

NOTE Confidence: 0.903810259615385

00:25:04.250 --> 00:25:06.320 How might we give you multiple

NOTE Confidence: 0.903810259615385

00:25:06.320 --> 00:25:08.277 versions of somebody with a cough?

NOTE Confidence: 0.903810259615385

00:25:08.280 --> 00:25:09.757 They each have different things and so

NOTE Confidence: 0.903810259615385

00:25:09.757 --> 00:25:11.676 that you can start to compare and contrast.

NOTE Confidence: 0.903810259615385

00:25:11.680 --> 00:25:13.486 And I think that this is really

NOTE Confidence: 0.903810259615385

00:25:13.486 --> 00:25:15.510 important as we help them think through

NOTE Confidence: 0.903810259615385

00:25:15.510 --> 00:25:17.541 case based learning is a great way

NOTE Confidence: 0.903810259615385

00:25:17.541 --> 00:25:18.964 to do this clinically in the ICU,

NOTE Confidence: 0.903810259615385

00:25:18.964 --> 00:25:20.805 one of my favorite ways to do meaningful

NOTE Confidence: 0.903810259615385

00:25:20.805 --> 00:25:22.667 variation is we're talking about a given

NOTE Confidence: 0.903810259615385

00:25:22.667 --> 00:25:24.317 patient and then I change one variable.

NOTE Confidence: 0.903810259615385

00:25:24.320 --> 00:25:27.120 I say what if instead of being

NOTE Confidence: 0.903810259615385

00:25:27.120 --> 00:25:28.528 a one year old female,

NOTE Confidence: 0.903810259615385

00:25:28.528 --> 00:25:30.400 this was a 12 year old male.

NOTE Confidence: 0.903810259615385

00:25:30.400 --> 00:25:31.855 What would change about this

NOTE Confidence: 0.903810259615385

00:25:31.855 --> 00:25:33.640 presentation if or what if their

NOTE Confidence: 0.903810259615385

00:25:33.640 --> 00:25:35.290 renal function was poor because I

NOTE Confidence: 0.903810259615385

00:25:35.290 --> 00:25:37.781 can play the what if game forever and

NOTE Confidence: 0.903810259615385

00:25:37.781 --> 00:25:39.391 that's creating variation within the

NOTE Confidence: 0.903810259615385

00:25:39.400 --> 00:25:42.408 case that we're talking about next

NOTE Confidence: 0.903810259615385

00:25:42.408 --> 00:25:44.360 productive struggle and discovery.

NOTE Confidence: 0.903810259615385

00:25:44.360 --> 00:25:45.697 Again, this gets back to that idea

NOTE Confidence: 0.903810259615385

00:25:45.697 --> 00:25:46.520 that if it's easy,

NOTE Confidence: 0.903810259615385

00:25:46.520 --> 00:25:47.840 we're probably not learning.

NOTE Confidence: 0.903810259615385

00:25:47.840 --> 00:25:50.120 And one of the places that that

NOTE Confidence: 0.903810259615385

00:25:50.120 --> 00:25:52.080 I think this type of productive

NOTE Confidence: 0.903810259615385

00:25:52.080 --> 00:25:53.930 struggle and discovery is incredibly

NOTE Confidence: 0.903810259615385

00:25:53.930 --> 00:25:55.520 impactful is the simulation lab.

NOTE Confidence: 0.903810259615385

00:25:55.520 --> 00:25:56.948 You can create a lot of variation

NOTE Confidence: 0.903810259615385

00:25:56.948 --> 00:25:58.360 to connect back with the last one,

NOTE Confidence: 0.903810259615385

00:25:58.360 --> 00:26:00.600 but also allow the learners to struggle

NOTE Confidence: 0.903810259615385

00:26:00.600 --> 00:26:02.916 a little bit and to not be perfect

NOTE Confidence: 0.903810259615385

00:26:02.920 --> 00:26:04.472 and to allow no patients to be harmed

NOTE Confidence: 0.903810259615385

00:26:04.472 --> 00:26:06.357 in the middle of that struggle and that.

NOTE Confidence: 0.903810259615385

00:26:06.360 --> 00:26:08.677 And so we can think about that.

NOTE Confidence: 0.903810259615385

00:26:08.680 --> 00:26:10.560 And I just want to just make the

NOTE Confidence: 0.903810259615385

00:26:10.560 --> 00:26:12.137 connection between this idea of productive

00:26:12.137 --> 00:26:14.045 struggle and discovery and a huge body

00:26:14.045 --> 00:26:16.200 of literature from the Bjorks around

00:26:16.200 --> 00:26:18.200 this idea of desirable difficulties.

00:26:18.200 --> 00:26:21.273 That these really are not the undesirable

00:26:21.273 --> 00:26:23.164 difficulties of unnecessary stressors

00:26:23.164 --> 00:26:25.200 and unnecessarily hard things.

00:26:25.200 --> 00:26:27.190 But learning that is challenging

00:26:27.190 --> 00:26:29.704 because it offers opportunity to for

00:26:29.704 --> 00:26:31.520 encoding and retrieval processes,

00:26:31.520 --> 00:26:33.368 as already was alluded to with

00:26:33.368 --> 00:26:34.720 the retrieval practice,

00:26:34.720 --> 00:26:37.320 because ultimately that supports learning,

00:26:37.320 --> 00:26:38.880 comprehension and remembering.

00:26:38.880 --> 00:26:40.960 And so with that,

00:26:40.960 --> 00:26:42.936 I actually I'm going to drop a link

00:26:42.936 --> 00:26:44.960 to a Google Sheet in the chat.

NOTE Confidence: 0.903810259615385

00:26:44.960 --> 00:26:46.400 And for those that are able,

NOTE Confidence: 0.903810259615385

00:26:46.400 --> 00:26:48.389 I would love for you to pull up the

NOTE Confidence: 0.903810259615385

00:26:48.389 --> 00:26:50.046 Google Sheet and help me brainstorm

NOTE Confidence: 0.903810259615385

00:26:50.046 --> 00:26:50.874 a little bit.

NOTE Confidence: 0.903810259615385

00:26:50.880 --> 00:26:52.725 I'm going to also put it on the screen

NOTE Confidence: 0.903810259615385

00:26:52.725 --> 00:26:54.795 for those that aren't able to open it up.

NOTE Confidence: 0.903810259615385

00:26:54.800 --> 00:26:56.930 But I would love for you to just pick one

NOTE Confidence: 0.903810259615385

00:26:56.986 --> 00:26:59.116 of these 3 deep conceptual understanding,

NOTE Confidence: 0.903810259615385

00:26:59.120 --> 00:27:00.170 meaningful variation,

NOTE Confidence: 0.903810259615385

00:27:00.170 --> 00:27:02.270 productive struggle and discovery

NOTE Confidence: 0.903810259615385

00:27:02.270 --> 00:27:04.200 and just type in the box.

NOTE Confidence: 0.903810259615385

00:27:04.200 --> 00:27:05.870 Pick one of these boxes and just

NOTE Confidence: 0.903810259615385

00:27:05.870 --> 00:27:07.325 OfferUp a potential strategy that

NOTE Confidence: 0.903810259615385

00:27:07.325 --> 00:27:09.441 would allow that to work well with a

NOTE Confidence: 0.903810259615385

00:27:09.441 --> 00:27:11.048 student or a trainee or even yourself,

NOTE Confidence: 0.903810259615385

00:27:11.048 --> 00:27:13.280 and give you just a few minutes on that.

NOTE Confidence: 0.96837586

00:27:46.160 --> 00:27:47.375 One of the challenges in the

NOTE Confidence: 0.96837586

00:27:47.375 --> 00:27:48.623 Google Sheet will be if you're

NOTE Confidence: 0.96837586

00:27:48.623 --> 00:27:49.958 trying to overwrite somebody else.

NOTE Confidence: 0.96837586

00:27:49.960 --> 00:27:51.120 So if you have to pick one lower

NOTE Confidence: 0.96837586

00:27:51.120 --> 00:27:52.468 in the list, that's also good.

NOTE Confidence: 0.96837586

00:27:52.468 --> 00:27:54.400 But because look at these coming in.

NOTE Confidence: 0.96837586

00:27:54.400 --> 00:27:57.080 I love it. Yeah, concept mapping is a,

NOTE Confidence: 0.96837586

00:27:57.080 --> 00:27:59.650 in my mind, a great way to focus

NOTE Confidence: 0.96837586

00:27:59.650 --> 00:28:01.034 on deep conceptual understanding

NOTE Confidence: 0.5364463

00:28:05.320 --> 00:28:06.344 high context applications

NOTE Confidence: 0.5364463

00:28:06.344 --> 00:28:07.520 for questions. Yeah,

NOTE Confidence: 0.832968962

00:28:10.280 --> 00:28:12.152 Yep, extending a case can absolutely

NOTE Confidence: 0.832968962

00:28:12.152 --> 00:28:13.400 create some meaningful variation.

NOTE Confidence: 0.81888218

00:29:06.130 --> 00:29:07.860 Give people maybe one more

NOTE Confidence: 0.81888218

00:29:07.860 --> 00:29:09.050 minute and if you have,

NOTE Confidence: 0.81888218

00:29:09.050 --> 00:29:10.610 if as you're thinking about your ideas,

NOTE Confidence: 0.81888218

00:29:10.610 --> 00:29:12.152 you can also move over to

NOTE Confidence: 0.81888218

00:29:12.152 --> 00:29:13.832 the far right column of what

NOTE Confidence: 0.81888218

00:29:13.832 --> 00:29:15.264 barriers might get in the way of

NOTE Confidence: 0.81888218

00:29:15.264 --> 00:29:16.570 using one of these strategies.

NOTE Confidence: 0.855120781333333

00:29:21.130 --> 00:29:22.677 Again, I'm happy to to correlate these

NOTE Confidence: 0.855120781333333

00:29:22.677 --> 00:29:24.233 and save them and share them after

NOTE Confidence: 0.855120781333333

00:29:24.233 --> 00:29:25.780 the fact because you guys are putting

NOTE Confidence: 0.855120781333333

00:29:25.780 --> 00:29:27.580 up some great ideas of how you might

NOTE Confidence: 0.855120781333333

00:29:27.580 --> 00:29:29.560 actually do this in your context.

NOTE Confidence: 0.855120781333333

00:29:29.560 --> 00:29:30.848 And I can tell you what works in

NOTE Confidence: 0.855120781333333

00:29:30.848 --> 00:29:32.095 my context but I don't always know

NOTE Confidence: 0.855120781333333

00:29:32.095 --> 00:29:33.360 what will work in other contexts.

NOTE Confidence: 0.855120781333333

00:29:33.360 --> 00:29:35.322 So I I love that you are able to

NOTE Confidence: 0.855120781333333

00:29:35.322 --> 00:29:35.960 create this. All

NOTE Confidence: 0.917912958

00:29:41.440 --> 00:29:42.820 right, feel free to keep

NOTE Confidence: 0.917912958

00:29:42.820 --> 00:29:44.200 adding as the thoughts come.

NOTE Confidence: 0.917912958

00:29:44.200 --> 00:29:46.135 I will move to the 4th of the strategies

NOTE Confidence: 0.917912958

00:29:46.135 --> 00:29:47.720 which is metacognitive strategies.

NOTE Confidence: 0.917912958

00:29:47.720 --> 00:29:49.896 And this really is again what are the

NOTE Confidence: 0.917912958

00:29:49.896 --> 00:29:51.564 the different aids or tools we can

NOTE Confidence: 0.917912958

00:29:51.564 --> 00:29:53.438 use to help our our learners think

NOTE Confidence: 0.917912958

00:29:53.438 --> 00:29:55.820 about their thinking or how to help

NOTE Confidence: 0.917912958

00:29:55.820 --> 00:29:57.395 ourselves think about our thinking.

NOTE Confidence: 0.917912958

00:29:57.400 --> 00:29:58.858 And I would argue that the

NOTE Confidence: 0.917912958

00:29:58.858 --> 00:30:00.048 monster adaptive learner model in

NOTE Confidence: 0.917912958

00:30:00.048 --> 00:30:01.273 and of itself is one of those.

NOTE Confidence: 0.917912958

00:30:01.280 --> 00:30:02.760 If they're just feeling stuck,

NOTE Confidence: 0.917912958

00:30:02.760 --> 00:30:04.590 learning, walking through and helping

NOTE Confidence: 0.917912958

00:30:04.590 --> 00:30:07.100 them think about where they might be

NOTE Confidence: 0.917912958

00:30:07.100 --> 00:30:08.532 getting stuck can be really powerful.

NOTE Confidence: 0.917912958

00:30:08.532 --> 00:30:10.058 And I'm going to have a follow

NOTE Confidence: 0.917912958

00:30:10.058 --> 00:30:11.612 up conversation with some of the

NOTE Confidence: 0.917912958

00:30:11.612 --> 00:30:13.062 coaches around again how we might

NOTE Confidence: 0.917912958

00:30:13.062 --> 00:30:14.511 use this type of tool to facilitate

NOTE Confidence: 0.917912958

00:30:14.520 --> 00:30:15.784 coaching conversations because I

NOTE Confidence: 0.917912958

00:30:15.784 --> 00:30:17.680 think it can be very important,

NOTE Confidence: 0.917912958

00:30:17.680 --> 00:30:19.080 but to just to dive a little

NOTE Confidence: 0.917912958

00:30:19.080 --> 00:30:19.680 into the content,

NOTE Confidence: 0.917912958

00:30:19.680 --> 00:30:22.480 the assessing phase really is trying them,

NOTE Confidence: 0.917912958

00:30:22.480 --> 00:30:24.640 trying out what they've just learned.

NOTE Confidence: 0.917912958

00:30:24.640 --> 00:30:26.620 And it is a combination of

NOTE Confidence: 0.917912958

00:30:26.620 --> 00:30:27.280 informed self-assessment.

NOTE Confidence: 0.917912958

00:30:27.280 --> 00:30:27.840 So again,

NOTE Confidence: 0.917912958

00:30:27.840 --> 00:30:29.240 not just regular plain old

NOTE Confidence: 0.917912958

00:30:29.240 --> 00:30:30.080 navel gazing self-assessment,

NOTE Confidence: 0.917912958

00:30:30.080 --> 00:30:32.005 but informed usually by data

NOTE Confidence: 0.917912958

00:30:32.005 --> 00:30:33.545 or conversation or experience

NOTE Confidence: 0.917912958

00:30:33.545 --> 00:30:35.120 and external feedback.

NOTE Confidence: 0.917912958

00:30:35.120 --> 00:30:35.836 And I'll be honest,

NOTE Confidence: 0.917912958

00:30:35.836 --> 00:30:36.731 I don't know who writes

NOTE Confidence: 0.917912958

00:30:36.731 --> 00:30:37.680 the Schoolies cartoons,

NOTE Confidence: 0.917912958

00:30:37.680 --> 00:30:39.180 but I feel like they

NOTE Confidence: 0.917912958

00:30:39.180 --> 00:30:40.080 understand medical education,

NOTE Confidence: 0.917912958

00:30:40.080 --> 00:30:41.186 that I was shooting for a great

NOTE Confidence: 0.917912958

00:30:41.186 --> 00:30:42.476 dog and I only got a good dog.

NOTE Confidence: 0.917912958

00:30:42.480 --> 00:30:45.000 That's the equivalent of read more,

NOTE Confidence: 0.917912958

00:30:45.000 --> 00:30:46.220 which I'm sure nobody puts

NOTE Confidence: 0.917912958

00:30:46.220 --> 00:30:47.196 in your student assessments,

NOTE Confidence: 0.917912958

00:30:47.200 --> 00:30:49.840 but that happens a fair amount in hours.

NOTE Confidence: 0.917912958

00:30:49.840 --> 00:30:52.976 But really being able to partner some data

NOTE Confidence: 0.917912958

00:30:52.976 --> 00:30:56.000 that's coming in and an external perspective.

NOTE Confidence: 0.917912958

00:30:56.000 --> 00:30:56.999 And then lastly,

NOTE Confidence: 0.917912958

00:30:56.999 --> 00:30:57.998 thinking about adjusting,

NOTE Confidence: 0.917912958

00:30:58.000 --> 00:30:59.358 how do we actually change our practice?

NOTE Confidence: 0.917912958

00:30:59.360 --> 00:31:00.128 And again,

NOTE Confidence: 0.917912958

00:31:00.128 --> 00:31:01.426 I would argue, well,

NOTE Confidence: 0.917912958

00:31:01.426 --> 00:31:02.448 learners when they have some time are

NOTE Confidence: 0.917912958

00:31:02.448 --> 00:31:03.558 going to dive in and do the learning.

NOTE Confidence: 0.917912958

00:31:03.560 --> 00:31:05.040 They probably skip the planning.

NOTE Confidence: 0.917912958

00:31:05.040 --> 00:31:06.760 They usually skip the assessing.

NOTE Confidence: 0.917912958

00:31:06.760 --> 00:31:09.048 And almost all of us skip the adjusting

NOTE Confidence: 0.917912958

00:31:09.048 --> 00:31:10.702 of actually changing our practice

NOTE Confidence: 0.917912958

00:31:10.702 --> 00:31:12.754 based on what we've just learned.

NOTE Confidence: 0.917912958

00:31:12.760 --> 00:31:14.232 And so this is where we need to

NOTE Confidence: 0.917912958

00:31:14.232 --> 00:31:15.546 learn how to incorporate into

NOTE Confidence: 0.917912958

00:31:15.546 --> 00:31:17.036 practice what we've just learned.

NOTE Confidence: 0.917912958

00:31:17.040 --> 00:31:18.640 And so at the core,

NOTE Confidence: 0.917912958

00:31:18.640 --> 00:31:20.440 this is really change management.

NOTE Confidence: 0.917912958

00:31:20.440 --> 00:31:20.850 We get,

NOTE Confidence: 0.917912958

00:31:20.850 --> 00:31:22.285 we there's a lot we can learn

NOTE Confidence: 0.917912958

00:31:22.285 --> 00:31:23.804 from the business world who has

NOTE Confidence: 0.917912958

00:31:23.804 --> 00:31:25.777 thought and studied a lot over the

NOTE Confidence: 0.917912958

00:31:25.777 --> 00:31:27.077 years around change management.

NOTE Confidence: 0.917912958

00:31:27.080 --> 00:31:28.480 Part of it is how big of a

NOTE Confidence: 0.917912958

00:31:28.480 --> 00:31:29.759 change is actually required.

NOTE Confidence: 0.917912958

00:31:29.760 --> 00:31:31.583 And there's some great work in

NOTE Confidence: 0.917912958

00:31:31.583 --> 00:31:33.984 the late 80s from Fox and others

NOTE Confidence: 0.917912958

00:31:33.984 --> 00:31:35.522 around physicians in their

NOTE Confidence: 0.917912958

00:31:35.522 --> 00:31:37.078 own practice change around.

NOTE Confidence: 0.917912958

00:31:37.080 --> 00:31:37.832 The bigger the change,

NOTE Confidence: 0.917912958

00:31:37.832 --> 00:31:38.960 the harder it's going to be.

NOTE Confidence: 0.917912958

00:31:38.960 --> 00:31:40.941 So a small change like me remembering

NOTE Confidence: 0.917912958

00:31:40.941 --> 00:31:43.259 I need to use antibiotic Y instead

NOTE Confidence: 0.917912958

00:31:43.259 --> 00:31:44.863 of antibiotic X, that's on me.

NOTE Confidence: 0.917912958

00:31:44.863 --> 00:31:46.410 I just need to do that and we

NOTE Confidence: 0.917912958

00:31:46.410 --> 00:31:47.565 can even provide some decision

NOTE Confidence: 0.917912958

00:31:47.565 --> 00:31:49.080 support to try to prompt that.

NOTE Confidence: 0.917912958

00:31:49.080 --> 00:31:50.488 But if I was a surgeon in the

NOTE Confidence: 0.917912958

00:31:50.488 --> 00:31:51.757 90s that always took gallbladders

NOTE Confidence: 0.917912958

00:31:51.757 --> 00:31:53.197 out through a giant incision

NOTE Confidence: 0.917912958

00:31:53.197 --> 00:31:54.676 and this newfangled laparoscopic

NOTE Confidence: 0.917912958

00:31:54.676 --> 00:31:55.957 technology came along,

NOTE Confidence: 0.917912958

00:31:55.960 --> 00:31:58.450 that's a much bigger change and it

NOTE Confidence: 0.917912958

00:31:58.450 --> 00:31:59.800 impacts my identity as a surgeon.

NOTE Confidence: 0.917912958

00:31:59.800 --> 00:32:00.820 Not only that,

NOTE Confidence: 0.917912958

00:32:00.820 --> 00:32:01.840 I have to

NOTE Confidence: 0.929554665

00:32:01.840 --> 00:32:04.078 worry about training a whole staff,

NOTE Confidence: 0.929554665

00:32:04.080 --> 00:32:04.791 getting new equipment.

NOTE Confidence: 0.929554665

00:32:04.791 --> 00:32:06.450 So it's a much bigger change and

NOTE Confidence: 0.929554665

00:32:06.494 --> 00:32:07.958 so it requires far more deliberate

NOTE Confidence: 0.929554665

00:32:07.960 --> 00:32:10.912 change management. All right.

NOTE Confidence: 0.929554665

00:32:10.912 --> 00:32:12.320 So to pull out from the four gears,

NOTE Confidence: 0.929554665

00:32:12.320 --> 00:32:13.160 the planning, learning,

NOTE Confidence: 0.929554665

00:32:13.160 --> 00:32:14.000 assessing and adjusting,

NOTE Confidence: 0.929554665

00:32:14.000 --> 00:32:15.575 you can see that this all happens

NOTE Confidence: 0.929554665

00:32:15.575 --> 00:32:16.880 in a learning environment.

NOTE Confidence: 0.929554665

00:32:16.880 --> 00:32:18.440 I think that is just

NOTE Confidence: 0.929554665

00:32:18.440 --> 00:32:20.000 really to be cognizant of.

NOTE Confidence: 0.929554665

00:32:20.000 --> 00:32:21.872 There are things in our learning

NOTE Confidence: 0.929554665

00:32:21.872 --> 00:32:23.120 environment we often create

NOTE Confidence: 0.929554665

00:32:23.172 --> 00:32:24.318 and craft in our classroom.

NOTE Confidence: 0.929554665

00:32:24.318 --> 00:32:25.674 I can control things like the

NOTE Confidence: 0.929554665

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00:32:25.674 --> 00:32:26.760 lighting and the temperature.

NOTE Confidence: 0.929554665

00:32:26.760 --> 00:32:28.076 Of note, it is always too cold.

NOTE Confidence: 0.929554665

00:32:28.080 --> 00:32:29.892 My students bring Snuggies and they

NOTE Confidence: 0.929554665

00:32:29.892 --> 00:32:32.039 think it's too cold in our building.

NOTE Confidence: 0.929554665

00:32:32.040 --> 00:32:33.714 But when I send them over to the hospital,

NOTE Confidence: 0.929554665

00:32:33.720 --> 00:32:35.316 there's a lot less control we have.

NOTE Confidence: 0.929554665

00:32:35.320 --> 00:32:36.598 And I would imagine this is

NOTE Confidence: 0.929554665

00:32:36.598 --> 00:32:37.840 true for your learners as well,

NOTE Confidence: 0.929554665

00:32:37.840 --> 00:32:39.436 as you think about some of the

NOTE Confidence: 0.929554665

00:32:39.436 --> 00:32:41.366 things that are happening in that

NOTE Confidence: 0.929554665

00:32:41.366 --> 00:32:42.557 clinical learning environment,

NOTE Confidence: 0.929554665

00:32:42.560 --> 00:32:44.756 lack of time, intra team dynamics.

NOTE Confidence: 0.929554665

00:32:44.760 --> 00:32:45.142 Again,

NOTE Confidence: 0.929554665

00:32:45.142 --> 00:32:47.052 I would never intentionally have

NOTE Confidence: 0.929554665

00:32:47.052 --> 00:32:49.611 my students see the internists

NOTE Confidence: 0.929554665

00:32:49.611 --> 00:32:51.117 making fun of the ER docs,

00:32:51.120 --> 00:32:52.720 making fun of the surgeons, MIT, right?

00:32:52.720 --> 00:32:54.280 But that happens in our system.

00:32:54.280 --> 00:32:54.936 We're working on it,

00:32:54.936 --> 00:32:55.756 We're trying to get better,

00:32:55.760 --> 00:32:56.980 but that happens and that's

00:32:56.980 --> 00:32:57.956 not good for learning.

00:32:57.960 --> 00:32:59.466 I would never want my students

00:32:59.466 --> 00:33:01.115 to see an obese patient being

00:33:01.115 --> 00:33:02.873 made fun of for their weight.

00:33:02.880 --> 00:33:04.340 And unfortunately that has

00:33:04.340 --> 00:33:05.800 happened in our system.

00:33:05.800 --> 00:33:06.794 And so we're working on that also.

00:33:06.800 --> 00:33:08.114 But those are things that are

00:33:08.114 --> 00:33:09.336 very much in the environment

00:33:09.336 --> 00:33:11.106 that our students are learning in

00:33:11.106 --> 00:33:12.759 that will impact how they learn.

NOTE Confidence: 0.929554665

00:33:12.760 --> 00:33:15.770 So we need to just be thoughtful about this.

NOTE Confidence: 0.929554665

00:33:15.770 --> 00:33:19.640 And then I not to get too controversial,

NOTE Confidence: 0.929554665

00:33:19.640 --> 00:33:21.548 but I think this is also one of the

NOTE Confidence: 0.929554665

00:33:21.548 --> 00:33:23.678 places where we set up certain expectations,

NOTE Confidence: 0.929554665

00:33:23.680 --> 00:33:24.084 right.

NOTE Confidence: 0.929554665

00:33:24.084 --> 00:33:27.316 So if if I have a graded clerkship

NOTE Confidence: 0.929554665

00:33:27.320 --> 00:33:29.324 where I'm asking students to compete

NOTE Confidence: 0.929554665

00:33:29.324 --> 00:33:31.714 versus each other for a grade that

NOTE Confidence: 0.929554665

00:33:31.714 --> 00:33:33.688 sends one message and that's one

NOTE Confidence: 0.929554665

00:33:33.688 --> 00:33:35.558 environment versus if I have a pass

NOTE Confidence: 0.929554665

00:33:35.558 --> 00:33:37.232 fail construct that allows them to

NOTE Confidence: 0.929554665

00:33:37.232 --> 00:33:39.674 to meet a certain bar and then get that.

NOTE Confidence: 0.929554665

00:33:39.680 --> 00:33:40.379 Now Full disclosure,

NOTE Confidence: 0.929554665

00:33:40.379 --> 00:33:42.010 I do have a pass fail clerkship

NOTE Confidence: 0.929554665

00:33:42.063 --> 00:33:43.603 year but my post clerkship 2 years

NOTE Confidence: 0.929554665

00:33:43.603 --> 00:33:45.118 are are graded honours high pass.

NOTE Confidence: 0.929554665

00:33:45.120 --> 00:33:47.024 So we have a a hybrid system

NOTE Confidence: 0.929554665

00:33:47.024 --> 00:33:49.278 that has some of both and we try

NOTE Confidence: 0.929554665

00:33:49.278 --> 00:33:51.114 to talk about why that is.

NOTE Confidence: 0.929554665

00:33:51.120 --> 00:33:53.045 But we are sending messages with the

NOTE Confidence: 0.929554665

00:33:53.045 --> 00:33:55.017 way we design policies and grading

NOTE Confidence: 0.929554665

00:33:55.017 --> 00:33:56.837 structures and across the board.

NOTE Confidence: 0.929554665

00:33:56.840 --> 00:33:58.940 And so that also is part of

NOTE Confidence: 0.929554665

00:33:58.940 --> 00:33:59.840 the learning environment.

NOTE Confidence: 0.929554665

00:33:59.840 --> 00:34:02.604 And so I'm going to drop a different

NOTE Confidence: 0.929554665

00:34:02.604 --> 00:34:04.585 Google Sheet in the chat and I would

NOTE Confidence: 0.929554665

00:34:04.585 --> 00:34:06.168 love for you to just think with me

NOTE Confidence: 0.929554665

00:34:06.168 --> 00:34:07.518 for probably two or three minutes.

NOTE Confidence: 0.929554665

00:34:07.520 --> 00:34:08.888 What are some of the factors

NOTE Confidence: 0.929554665

00:34:08.888 --> 00:34:09.800 in the learning environment,

NOTE Confidence: 0.929554665

00:34:09.800 --> 00:34:11.330 some that are positively impactful

NOTE Confidence: 0.929554665

00:34:11.330 --> 00:34:13.159 for this type of learning for

NOTE Confidence: 0.929554665

00:34:13.159 --> 00:34:14.629 both us and our trainees and

NOTE Confidence: 0.929554665

00:34:14.629 --> 00:34:16.080 maybe some that are negative.

NOTE Confidence: 0.929554665

00:34:16.080 --> 00:34:17.745 And so I will pull that back up over

NOTE Confidence: 0.929554665

00:34:17.745 --> 00:34:19.360 here as well so that we can see it.

NOTE Confidence: 0.9553206

00:34:21.520 --> 00:34:22.476 You should see two columns,

NOTE Confidence: 0.9553206

00:34:22.476 --> 00:34:23.960 a positive column and a negative column.

NOTE Confidence: 0.7745611725

00:34:23.960 --> 00:34:25.320 And I would again two or three minutes.

NOTE Confidence: 0.7745611725

00:34:25.320 --> 00:34:27.784 I would love to just think through

NOTE Confidence: 0.7745611725

00:34:27.784 --> 00:34:30.608 with you some of the factors in the

NOTE Confidence: 0.7745611725

00:34:30.608 --> 00:34:32.246 learning environment, broadly defined,

NOTE Confidence: 0.7745611725

00:34:32.246 --> 00:34:34.261 that are either positive or

NOTE Confidence: 0.7745611725

00:34:34.261 --> 00:34:36.360 negative impacts on our trainees.

NOTE Confidence: 0.7745611725

00:34:36.360 --> 00:34:37.638 Learning and on our own learning.

NOTE Confidence: 0.955368522

00:34:41.440 --> 00:34:43.240 Oh my goodness, the contagion,

NOTE Confidence: 0.955368522

00:34:43.240 --> 00:34:45.438 effective FOMO, whoever put that in there,

NOTE Confidence: 0.955368522

00:34:45.440 --> 00:34:46.496 thank you so much.

NOTE Confidence: 0.955368522

00:34:46.496 --> 00:34:48.549 It is amazing how once two students

NOTE Confidence: 0.955368522

00:34:48.549 --> 00:34:50.559 start using something like Anki,

NOTE Confidence: 0.955368522

00:34:50.560 --> 00:34:51.316 then everybody's like, oh,

NOTE Confidence: 0.955368522

00:34:51.316 --> 00:34:52.910 I'm going to fail if I don't use

NOTE Confidence: 0.955368522

00:34:52.910 --> 00:34:53.955 it because they're using it.

NOTE Confidence: 0.955368522

00:34:53.960 --> 00:34:56.160 And it's amazing how quickly

NOTE Confidence: 0.955368522

00:34:56.160 --> 00:34:57.480 those circulate around.

NOTE Confidence: 0.955368522

00:34:57.480 --> 00:34:59.850 Yeah, I think Ed overcrowding is

NOTE Confidence: 0.955368522

00:34:59.850 --> 00:35:01.794 absolutely an impactor on learning,

NOTE Confidence: 0.955368522

00:35:01.794 --> 00:35:03.679 usually in the negative sense.

NOTE Confidence: 0.955368522

00:35:03.680 --> 00:35:05.084 I I it's very hard to come up with

NOTE Confidence: 0.955368522

00:35:05.084 --> 00:35:06.837 a positive sense where where that

NOTE Confidence: 0.955368522

00:35:06.837 --> 00:35:08.073 would actually improve learning.

NOTE Confidence: 0.955368522

00:35:08.080 --> 00:35:08.800 More patience maybe.

NOTE Confidence: 0.955368522

00:35:08.800 --> 00:35:10.480 But especially when they're in the hallway,

NOTE Confidence: 0.955368522

00:35:10.480 --> 00:35:11.650 at least they are in our

NOTE Confidence: 0.955368522

00:35:11.650 --> 00:35:12.235 situation when they're,

NOTE Confidence: 0.955368522

00:35:12.240 --> 00:35:13.374 you know they're boarding in the

NOTE Confidence: 0.955368522

00:35:13.374 --> 00:35:14.680 hall and think it's it's not good.

NOTE Confidence: 0.955368522

00:35:14.680 --> 00:35:16.160 It's not productive for learning.

NOTE Confidence: 0.955368522

00:35:16.160 --> 00:35:17.735 We would never design the

NOTE Confidence: 0.955368522

00:35:17.735 --> 00:35:18.995 learning environment that way.

NOTE Confidence: 0.955368522

00:35:19.000 --> 00:35:19.678 Said a different

NOTE Confidence: 0.9741693

00:35:23.360 --> 00:35:24.700 way. Ah, humble teachers.

NOTE Confidence: 0.9741693

00:35:24.700 --> 00:35:26.980 Yes, a really good skilled humble

NOTE Confidence: 0.9741693

00:35:26.980 --> 00:35:29.079 teacher can make such a difference.

NOTE Confidence: 0.9741693

00:35:29.080 --> 00:35:30.440 I love the role modeling.

NOTE Confidence: 0.9741693

00:35:30.440 --> 00:35:32.946 Absolutely. Teachers who are

NOTE Confidence: 0.9741693

00:35:32.946 --> 00:35:33.834 actually motivated to teach.

NOTE Confidence: 0.9741693

00:35:33.840 --> 00:35:37.100 Yes, yes, the USMLE obsession.

NOTE Confidence: 0.9741693

00:35:37.100 --> 00:35:38.320 I'm going to just,

NOTE Confidence: 0.9741693

00:35:38.320 --> 00:35:39.360 I'll retweet that one and

NOTE Confidence: 0.9741693

00:35:39.360 --> 00:35:40.400 and just leave it there.

NOTE Confidence: 0.9741693

00:35:40.400 --> 00:35:42.479 Strong inclusion there.

NOTE Confidence: 0.67812306

00:35:45.400 --> 00:35:47.076 All right. You can keep adding and again,

NOTE Confidence: 0.67812306

00:35:47.080 --> 00:35:48.635 I will make those available

NOTE Confidence: 0.67812306

00:35:48.635 --> 00:35:49.879 to the group afterwards.

NOTE Confidence: 0.67812306

00:35:49.880 --> 00:35:51.512 I want to wrap things up in the

NOTE Confidence: 0.67812306

00:35:51.512 --> 00:35:53.308 last few minutes so that we can

NOTE Confidence: 0.67812306

00:35:53.308 --> 00:35:54.638 take some time for questions.

NOTE Confidence: 0.67812306

00:35:54.640 --> 00:35:56.656 But I I will also just highlight

NOTE Confidence: 0.67812306

00:35:56.656 --> 00:35:58.240 as we're moving to the end,

NOTE Confidence: 0.67812306

00:35:58.240 --> 00:35:59.296 there are batteries that

NOTE Confidence: 0.67812306

00:35:59.296 --> 00:36:00.880 you see there at the bottom,

NOTE Confidence: 0.67812306

00:36:00.880 --> 00:36:02.308 curiosity, motivation, mindset,
NOTE Confidence: 0.67812306

00:36:02.308 --> 00:36:04.688 resilience that we think really
NOTE Confidence: 0.67812306

00:36:04.688 --> 00:36:06.798 power this type of learning.
NOTE Confidence: 0.67812306

00:36:06.800 --> 00:36:08.096 And it's it's come up several
NOTE Confidence: 0.67812306

00:36:08.096 --> 00:36:09.581 times in the chat already that
NOTE Confidence: 0.67812306

00:36:09.581 --> 00:36:10.996 idea of curiosity and mindset.
NOTE Confidence: 0.67812306

00:36:11.000 --> 00:36:12.836 And each of these could be
NOTE Confidence: 0.67812306

00:36:12.836 --> 00:36:14.599 their own hour talk or more
NOTE Confidence: 0.67812306

00:36:14.600 --> 00:36:15.880 great literature bases for each,
NOTE Confidence: 0.67812306

00:36:15.880 --> 00:36:17.720 but they are really important.
NOTE Confidence: 0.67812306

00:36:17.720 --> 00:36:19.071 So in the last couple of slides
NOTE Confidence: 0.67812306

00:36:19.071 --> 00:36:20.618 I want you to think through a
NOTE Confidence: 0.67812306

00:36:20.618 --> 00:36:21.998 couple of cases with me because
NOTE Confidence: 0.67812306

00:36:22.044 --> 00:36:23.521 I hope again that all of this
NOTE Confidence: 0.67812306

00:36:23.521 --> 00:36:24.847 has been helpful in some way.
NOTE Confidence: 0.67812306

00:36:24.847 --> 00:36:26.450 And so I want you to think

NOTE Confidence: 0.67812306

00:36:26.513 --> 00:36:28.158 through these cases with me.

NOTE Confidence: 0.67812306

00:36:28.160 --> 00:36:29.840 The 1st is Susie.

NOTE Confidence: 0.67812306

00:36:29.840 --> 00:36:31.444 She's a clinical student in your program.

NOTE Confidence: 0.67812306

00:36:31.444 --> 00:36:33.652 She is overwhelmed at the end of each

NOTE Confidence: 0.67812306

00:36:33.652 --> 00:36:35.840 day with all of the things she didn't know.

NOTE Confidence: 0.67812306

00:36:35.840 --> 00:36:37.757 She dutifully keeps a list of all of her

NOTE Confidence: 0.67812306

00:36:37.757 --> 00:36:39.398 unanswered questions in her little notebook,

NOTE Confidence: 0.67812306

00:36:39.400 --> 00:36:41.703 but can't ever seem to find time

NOTE Confidence: 0.67812306

00:36:41.703 --> 00:36:43.280 to investigate her answers.

NOTE Confidence: 0.67812306

00:36:43.280 --> 00:36:44.715 So if you were working with her,

NOTE Confidence: 0.67812306

00:36:44.720 --> 00:36:46.638 if you were her coach for example,

NOTE Confidence: 0.67812306

00:36:46.640 --> 00:36:47.560 thinking through where she

NOTE Confidence: 0.67812306

00:36:47.560 --> 00:36:48.480 might be getting stuck,

NOTE Confidence: 0.67812306

00:36:48.480 --> 00:36:50.132 I would argue she is not getting

NOTE Confidence: 0.67812306

00:36:50.132 --> 00:36:51.919 stuck at at gap identification.

NOTE Confidence: 0.67812306

00:36:51.920 --> 00:36:52.916 She's actually quite good at that.

NOTE Confidence: 0.67812306

00:36:52.920 --> 00:36:54.957 She's got a notebook full of them.

NOTE Confidence: 0.67812306

00:36:54.960 --> 00:36:55.989 It's the being able to select one

NOTE Confidence: 0.67812306

00:36:55.989 --> 00:36:57.119 of us where she's getting stuck.

NOTE Confidence: 0.67812306

00:36:57.120 --> 00:36:59.080 And so if you try to help her identify gaps,

NOTE Confidence: 0.67812306

00:36:59.080 --> 00:37:00.200 you're missing, you're missing her.

NOTE Confidence: 0.67812306

00:37:00.200 --> 00:37:02.198 She's done that and it's overwhelming.

NOTE Confidence: 0.67812306

00:37:02.200 --> 00:37:03.124 So if you can help look

NOTE Confidence: 0.67812306

00:37:03.124 --> 00:37:03.920 through her list and say,

NOTE Confidence: 0.67812306

00:37:03.920 --> 00:37:04.400 you know,

NOTE Confidence: 0.67812306

00:37:04.400 --> 00:37:06.320 right now you have a patient with diabetes,

NOTE Confidence: 0.67812306

00:37:06.320 --> 00:37:08.105 why don't we focus on your question

NOTE Confidence: 0.67812306

00:37:08.105 --> 00:37:09.224 here about electrolyte derangements

NOTE Confidence: 0.67812306

00:37:09.224 --> 00:37:10.744 in patients with diabetic ketoacidosis

NOTE Confidence: 0.67812306

00:37:10.744 --> 00:37:12.710 and learn on that And then because

NOTE Confidence: 0.67812306

00:37:12.710 --> 00:37:14.120 you've got a patient with that.

NOTE Confidence: 0.67812306

00:37:14.120 --> 00:37:15.476 And so I will be honest,

NOTE Confidence: 0.67812306

00:37:15.480 --> 00:37:17.037 I was this type of learner as a trainee.

NOTE Confidence: 0.67812306

00:37:17.040 --> 00:37:18.440 I had notebooks and papers,

NOTE Confidence: 0.67812306

00:37:18.440 --> 00:37:19.640 scraps and all kinds of

NOTE Confidence: 0.67812306

00:37:19.640 --> 00:37:20.360 things with questions.

NOTE Confidence: 0.67812306

00:37:20.360 --> 00:37:22.718 And it was just overwhelming to me at the

NOTE Confidence: 0.67812306

00:37:22.718 --> 00:37:25.312 end of the day of how to really learn that.

NOTE Confidence: 0.67812306

00:37:25.320 --> 00:37:25.844 All right.

NOTE Confidence: 0.67812306

00:37:25.844 --> 00:37:27.154 The next one is Tommy.

NOTE Confidence: 0.67812306

00:37:27.160 --> 00:37:28.156 He's a trainee in your program.

NOTE Confidence: 0.67812306

00:37:28.160 --> 00:37:29.918 He really wants to do well.

NOTE Confidence: 0.67812306

00:37:29.920 --> 00:37:31.498 He tries to spend time each

NOTE Confidence: 0.67812306

00:37:31.498 --> 00:37:32.550 night reading and rereading

NOTE Confidence: 0.67812306

00:37:32.598 --> 00:37:34.318 systematically through his textbook.

NOTE Confidence: 0.67812306

00:37:34.320 --> 00:37:36.196 He underlines, he highlights as he goes,

NOTE Confidence: 0.67812306

00:37:36.200 --> 00:37:38.222 but he never seems to remember

NOTE Confidence: 0.67812306

00:37:38.222 --> 00:37:39.233 what he's read.

NOTE Confidence: 0.67812306

00:37:39.240 --> 00:37:43.476 So where might Tommy's struggle be?

NOTE Confidence: 0.67812306

00:37:41.600 --> 00:37:44.620 I think you could make the argument

NOTE Confidence: 0.67812306

00:37:44.620 --> 00:37:45.760 that he hasn't effectively planned.

NOTE Confidence: 0.67812306

00:37:45.760 --> 00:37:47.116 So yes, probably some of that.

NOTE Confidence: 0.67812306

00:37:47.120 --> 00:37:48.293 But more importantly,

NOTE Confidence: 0.67812306

00:37:48.293 --> 00:37:50.639 he's not using effective learning strategies.

NOTE Confidence: 0.67812306

00:37:50.640 --> 00:37:52.509 And so I will also be honest

NOTE Confidence: 0.67812306

00:37:52.509 --> 00:37:53.800 that I was Tommy.

NOTE Confidence: 0.67812306

00:37:53.800 --> 00:37:55.168 I showed up to pediatric residency

NOTE Confidence: 0.67812306

00:37:55.168 --> 00:37:56.621 and was given an Oski's textbook

NOTE Confidence: 0.67812306

00:37:56.621 --> 00:37:58.357 and said read this cover to cover.

NOTE Confidence: 0.898693485

00:37:58.360 --> 00:38:00.478 You will be a great pediatrician,

NOTE Confidence: 0.898693485

00:38:00.480 --> 00:38:02.676 which turns out was horrible advice.

NOTE Confidence: 0.898693485

00:38:02.680 --> 00:38:03.916 I tried, I would fall asleep.

NOTE Confidence: 0.898693485

00:38:03.920 --> 00:38:05.677 I could never remember what I read.

NOTE Confidence: 0.898693485

00:38:05.680 --> 00:38:07.832 I really, I was trying to follow that

NOTE Confidence: 0.898693485

00:38:07.832 --> 00:38:09.688 instruction And for me that was, it was

NOTE Confidence: 0.898693485

00:38:09.688 --> 00:38:11.480 absolutely not an effective way to do it.

NOTE Confidence: 0.898693485

00:38:11.480 --> 00:38:13.112 All right. I want you to think with

NOTE Confidence: 0.898693485

00:38:13.112 --> 00:38:14.882 me on this last training, Sandra.

NOTE Confidence: 0.898693485

00:38:14.882 --> 00:38:17.054 She's an advanced trainee planning to

NOTE Confidence: 0.898693485

00:38:17.054 --> 00:38:19.720 enter a highly competitive subspecialty.

NOTE Confidence: 0.898693485

00:38:19.720 --> 00:38:21.412 I will allow you to determine which of those

NOTE Confidence: 0.898693485

00:38:21.412 --> 00:38:23.236 in your mind you're already thinking about.

NOTE Confidence: 0.898693485

00:38:23.240 --> 00:38:24.995 She's growing frustrated that her

NOTE Confidence: 0.898693485

00:38:24.995 --> 00:38:26.399 clinical assessments rate her

NOTE Confidence: 0.898693485

00:38:26.399 --> 00:38:27.877 lower than a perfect score.

NOTE Confidence: 0.898693485

00:38:27.880 --> 00:38:30.088 She believes that she is consistently

NOTE Confidence: 0.898693485

00:38:30.088 --> 00:38:31.192 demonstrating top performance

NOTE Confidence: 0.898693485

00:38:31.200 --> 00:38:33.400 despite what these assessments show.

NOTE Confidence: 0.898693485

00:38:33.400 --> 00:38:34.680 She makes comments like that.

NOTE Confidence: 0.898693485

00:38:34.680 --> 00:38:36.520 Attending just doesn't like me.

NOTE Confidence: 0.898693485

00:38:36.520 --> 00:38:38.963 I'd like to see that faculty member

NOTE Confidence: 0.898693485

00:38:38.963 --> 00:38:41.048 develop rapport with a rude patient

NOTE Confidence: 0.898693485

00:38:41.048 --> 00:38:43.316 to describe why her scores are lower.

NOTE Confidence: 0.898693485

00:38:43.320 --> 00:38:45.360 So where might Sandra's challenge be?

NOTE Confidence: 0.82558295

00:38:47.720 --> 00:38:49.360 So I would argue it's over here in

NOTE Confidence: 0.82558295

00:38:49.360 --> 00:38:51.480 the assessing. So she has some data.

NOTE Confidence: 0.82558295

00:38:51.480 --> 00:38:52.520 She is just currently choosing

NOTE Confidence: 0.82558295

00:38:52.520 --> 00:38:53.560 not to believe that data.

NOTE Confidence: 0.82558295

00:38:53.560 --> 00:38:56.044 And So what she really needs is an external

NOTE Confidence: 0.82558295

00:38:56.044 --> 00:38:57.679 perspective to help her think through,

NOTE Confidence: 0.82558295

00:38:57.680 --> 00:39:00.290 well, where might the truth be in that data

NOTE Confidence: 0.82558295

00:39:00.290 --> 00:39:03.038 or at times unfortunately to just say no.

NOTE Confidence: 0.82558295

00:39:03.040 --> 00:39:04.528 I have also seen that or

NOTE Confidence: 0.82558295

00:39:04.528 --> 00:39:05.520 the data is consistent.

NOTE Confidence: 0.82558295

00:39:05.520 --> 00:39:07.319 This is how you are being received.

NOTE Confidence: 0.82558295

00:39:07.320 --> 00:39:09.539 And so how, what are the strategies

NOTE Confidence: 0.82558295

00:39:09.539 --> 00:39:11.600 you could use to address that?

NOTE Confidence: 0.82558295

00:39:11.600 --> 00:39:14.715 All right, so we've covered a lot.

NOTE Confidence: 0.82558295

00:39:14.720 --> 00:39:17.079 I just want to quickly summarize and

NOTE Confidence: 0.82558295

00:39:17.079 --> 00:39:18.752 then we'll take some question and answer

NOTE Confidence: 0.82558295

00:39:18.752 --> 00:39:20.518 in just a minute before two things.

NOTE Confidence: 0.82558295

00:39:20.520 --> 00:39:22.200 So we started with what is expertise,

NOTE Confidence: 0.82558295

00:39:22.200 --> 00:39:23.640 we talked about routine expertise,

NOTE Confidence: 0.82558295

00:39:23.640 --> 00:39:25.695 that efficient application of known

NOTE Confidence: 0.82558295

00:39:25.695 --> 00:39:27.339 solutions and adaptive expertise

NOTE Confidence: 0.82558295

00:39:27.339 --> 00:39:29.319 that new learning and innovation

NOTE Confidence: 0.82558295

00:39:29.319 --> 00:39:31.199 to solve those novel challenges.

NOTE Confidence: 0.82558295

00:39:31.200 --> 00:39:33.112 We talked a lot about the how really

NOTE Confidence: 0.82558295

00:39:33.112 --> 00:39:34.639 focusing on the different gears,

NOTE Confidence: 0.82558295

00:39:34.640 --> 00:39:35.900 the planning, learning, assessing,

NOTE Confidence: 0.82558295

00:39:35.900 --> 00:39:37.160 adjusting of the model.

NOTE Confidence: 0.82558295

00:39:37.160 --> 00:39:38.700 We talked about four different

NOTE Confidence: 0.82558295

00:39:38.700 --> 00:39:39.316 potential strategies,

NOTE Confidence: 0.82558295

00:39:39.320 --> 00:39:41.640 focusing on deep conceptual understanding,

NOTE Confidence: 0.82558295

00:39:41.640 --> 00:39:43.066 meaningful variation,

NOTE Confidence: 0.82558295

00:39:43.066 --> 00:39:45.918 productive struggle and discovery,

NOTE Confidence: 0.82558295

00:39:45.920 --> 00:39:46.559 many cognitive strategies.

NOTE Confidence: 0.82558295

00:39:46.559 --> 00:39:48.050 We talked about the batteries just a

NOTE Confidence: 0.82558295

00:39:48.093 --> 00:39:49.491 little bit and then ultimately the

NOTE Confidence: 0.82558295

00:39:49.491 --> 00:39:50.578 learning environment and the coaching.

NOTE Confidence: 0.82558295

00:39:50.578 --> 00:39:52.732 And so I want you to pull back out your

NOTE Confidence: 0.82558295

00:39:52.732 --> 00:39:54.626 note card or your scrap of paper and

NOTE Confidence: 0.82558295

00:39:54.626 --> 00:39:57.332 I want you to think what was one thing,

NOTE Confidence: 0.82558295

00:39:57.332 --> 00:39:59.564 one ID or strategy that you would like to

NOTE Confidence: 0.82558295

00:39:59.564 --> 00:40:01.600 learn more about in the next two weeks.

NOTE Confidence: 0.82558295

00:40:01.600 --> 00:40:03.464 And I'm going to ask you to physically

NOTE Confidence: 0.82558295

00:40:03.464 --> 00:40:05.354 write it down or in just a minute

NOTE Confidence: 0.82558295

00:40:05.354 --> 00:40:06.992 they're going to drop a link in

NOTE Confidence: 0.82558295

00:40:06.992 --> 00:40:08.330 the chat for this evaluation of

NOTE Confidence: 0.82558295

00:40:08.330 --> 00:40:09.680 our our time together today.

NOTE Confidence: 0.82558295

00:40:09.680 --> 00:40:11.080 And you could also include

NOTE Confidence: 0.82558295

00:40:11.080 --> 00:40:12.557 it in the comments there.

NOTE Confidence: 0.82558295

00:40:12.560 --> 00:40:13.904 In thinking about what are you

NOTE Confidence: 0.82558295

00:40:13.904 --> 00:40:15.679 going to commit to do in the next

NOTE Confidence: 0.82558295

00:40:15.679 --> 00:40:16.915 two weeks to learn more about?

NOTE Confidence: 0.82558295

00:40:16.920 --> 00:40:18.984 And so I would encourage you either on

NOTE Confidence: 0.82558295

00:40:18.984 --> 00:40:20.880 your paper or in the survey or both,

NOTE Confidence: 0.82558295

00:40:20.880 --> 00:40:23.480 to think through what is the most important,

NOTE Confidence: 0.82558295

00:40:23.480 --> 00:40:25.142 what's the most meaningful thing you

NOTE Confidence: 0.82558295

00:40:25.142 --> 00:40:27.301 heard in the last hour and what's that

NOTE Confidence: 0.82558295

00:40:27.301 --> 00:40:28.868 one idea that you would like to learn

NOTE Confidence: 0.82558295

00:40:28.868 --> 00:40:30.198 more about in the next two weeks?

NOTE Confidence: 0.82558295

00:40:30.200 --> 00:40:31.068 I'm going to pause.

NOTE Confidence: 0.82558295

00:40:31.068 --> 00:40:32.370 We're going to have a little

NOTE Confidence: 0.82558295

00:40:32.416 --> 00:40:33.320 bit of zoom silence.

NOTE Confidence: 0.82558295

00:40:33.320 --> 00:40:35.880 Don't worry, don't get nervous.

NOTE Confidence: 0.82558295

00:40:35.880 --> 00:40:37.680 I will circle back in about 60 seconds.

NOTE Confidence: 0.858368251666667

00:41:13.410 --> 00:41:14.730 right, Feel free to keep writing

NOTE Confidence: 0.858368251666667

00:41:14.730 --> 00:41:16.170 or keep filling out your survey.

NOTE Confidence: 0.858368251666667

00:41:16.170 --> 00:41:19.410 With that, I'm about to pause for questions.

NOTE Confidence: 0.858368251666667

00:41:19.410 --> 00:41:21.338 I will leave you with the two pictures

NOTE Confidence: 0.858368251666667

00:41:21.338 --> 00:41:23.436 that I have on my wall in my office.

NOTE Confidence: 0.858368251666667

00:41:23.440 --> 00:41:25.337 The first is remember why you started

NOTE Confidence: 0.858368251666667

00:41:25.337 --> 00:41:27.511 and this to me is just that reminder

NOTE Confidence: 0.858368251666667

00:41:27.511 --> 00:41:30.224 of my original WHY was really to be an

NOTE Confidence: 0.858368251666667

00:41:30.224 --> 00:41:31.914 outstanding clinician to provide great,

NOTE Confidence: 0.858368251666667

00:41:31.920 --> 00:41:34.174 great care to my patients and their

NOTE Confidence: 0.858368251666667

00:41:34.174 --> 00:41:36.557 families and I hope I still do that.

NOTE Confidence: 0.858368251666667

00:41:36.560 --> 00:41:38.438 I still spend part of my time doing that.

NOTE Confidence: 0.858368251666667

00:41:38.440 --> 00:41:40.416 But my WHY has very much more become

NOTE Confidence: 0.858368251666667

00:41:40.416 --> 00:41:42.207 about my trainees now and helping

NOTE Confidence: 0.858368251666667

00:41:42.207 --> 00:41:44.379 them learn and develop and even more

NOTE Confidence: 0.858368251666667

00:41:44.379 --> 00:41:46.491 recently about my team and how do I

NOTE Confidence: 0.858368251666667

00:41:46.491 --> 00:41:47.640 support them to grow and develop.

NOTE Confidence: 0.858368251666667

00:41:47.640 --> 00:41:49.600 And then the the other is also just

NOTE Confidence: 0.858368251666667

00:41:49.600 --> 00:41:51.181 a challenge I hope is is true of

NOTE Confidence: 0.858368251666667

00:41:51.181 --> 00:41:52.920 all of us to always be learning.

NOTE Confidence: 0.858368251666667

00:41:52.920 --> 00:41:53.565 And with that,

NOTE Confidence: 0.858368251666667

00:41:53.565 --> 00:41:54.895 I'm I'm going to stop sharing

NOTE Confidence: 0.858368251666667

00:41:54.895 --> 00:41:56.680 and hopeful that we can have a

NOTE Confidence: 0.858368251666667

00:41:56.680 --> 00:41:58.080 little bit of conversation.

NOTE Confidence: 0.858368251666667

00:41:58.080 --> 00:41:59.440 I'm happy to try to answer some questions.

NOTE Confidence: 0.858368251666667

00:41:59.440 --> 00:42:00.714 Thank you for your time and attention.

NOTE Confidence: 0.858368251666667

00:42:00.720 --> 00:42:01.640 I really appreciate it.

NOTE Confidence: 0.84765275

00:42:02.440 --> 00:42:04.798 Oh, Bill, this was so wonderful.

NOTE Confidence: 0.84765275

00:42:04.800 --> 00:42:07.758 Thank you. We really appreciate it.

NOTE Confidence: 0.84765275

00:42:07.760 --> 00:42:11.128 So we have our Deputy Dean for Education,

NOTE Confidence: 0.84765275

00:42:11.128 --> 00:42:12.896 Jessica, Lucy put an educational

NOTE Confidence: 0.84765275

00:42:12.896 --> 00:42:13.958 strategic plan together.

NOTE Confidence: 0.84765275

00:42:13.960 --> 00:42:15.880 She's actually on the call today.

NOTE Confidence: 0.84765275

00:42:15.880 --> 00:42:17.791 And one of the very important aspects

NOTE Confidence: 0.84765275

00:42:17.791 --> 00:42:20.449 as we move forward is how do we really

NOTE Confidence: 0.84765275

00:42:20.449 --> 00:42:22.720 develop learners who are lifelong learners.

NOTE Confidence: 0.84765275

00:42:22.720 --> 00:42:24.112 And we do want to really

NOTE Confidence: 0.84765275

00:42:24.112 --> 00:42:25.040 look at the pedagogy.

NOTE Confidence: 0.84765275

00:42:25.040 --> 00:42:28.400 And we have hired a director of pedagogy.

00:42:28.400 --> 00:42:29.720 Bill Rando is with us,

00:42:29.720 --> 00:42:31.856 which we're very excited about that

00:42:31.856 --> 00:42:33.840 and really be thinking through.

00:42:33.840 --> 00:42:35.870 I know that Dana's heading the coaches

00:42:35.870 --> 00:42:37.759 program and you're familiar with that.

00:42:37.760 --> 00:42:39.904 But I would love to hear some of

00:42:39.904 --> 00:42:41.944 your advice in some of the aspects

00:42:41.944 --> 00:42:43.807 of what changes have you seen

00:42:43.807 --> 00:42:45.637 at Vanderbilt or other schools.

00:42:45.640 --> 00:42:47.992 When you look at whether it's

00:42:47.992 --> 00:42:49.560 Larry Gruppen or Martin,

00:42:49.560 --> 00:42:51.930 to really think about what kind

00:42:51.930 --> 00:42:54.048 of pedagogy could you we implement

00:42:54.048 --> 00:42:56.040 to make some of these changes.

00:42:56.640 --> 00:42:58.520 Yeah. Oh, I love it.

00:42:58.520 --> 00:43:00.392 I think there's a lot that can be done.

NOTE Confidence: 0.833026062

00:43:00.400 --> 00:43:01.114 And I will tell tell you

NOTE Confidence: 0.833026062

00:43:01.114 --> 00:43:01.760 some of what we've done.

NOTE Confidence: 0.833026062

00:43:01.760 --> 00:43:03.080 Not saying that it is

NOTE Confidence: 0.833026062

00:43:03.080 --> 00:43:04.400 perfect or the only way.

NOTE Confidence: 0.833026062

00:43:04.400 --> 00:43:06.080 I think we have tried to be very

NOTE Confidence: 0.833026062

00:43:06.080 --> 00:43:07.888 intentional in the way we talk about these

NOTE Confidence: 0.833026062

00:43:07.888 --> 00:43:09.638 ideas and these skills with our students.

NOTE Confidence: 0.833026062

00:43:09.640 --> 00:43:11.040 So instead of just hoping,

NOTE Confidence: 0.833026062

00:43:11.040 --> 00:43:12.939 which we used to do that they will just

NOTE Confidence: 0.833026062

00:43:12.939 --> 00:43:14.880 pick up this type of learning expertise,

NOTE Confidence: 0.833026062

00:43:14.880 --> 00:43:16.314 we're far more explicit now about

NOTE Confidence: 0.833026062

00:43:16.314 --> 00:43:18.119 talking about it and giving them words,

NOTE Confidence: 0.833026062

00:43:18.120 --> 00:43:20.479 giving them connections to go learn more,

NOTE Confidence: 0.833026062

00:43:20.480 --> 00:43:22.398 to give them opportunities to practice it.

NOTE Confidence: 0.833026062

00:43:22.400 --> 00:43:24.518 We've also learned a lot around

00:43:24.518 --> 00:43:26.330 better targeting and tailoring when

00:43:26.330 --> 00:43:28.035 we talk about different topics.

00:43:28.040 --> 00:43:29.640 So we don't actually start

00:43:29.640 --> 00:43:30.280 with self-assessment.

00:43:30.280 --> 00:43:32.398 We wait until our clerkship year,

00:43:32.400 --> 00:43:33.373 which is year two to do a

00:43:33.373 --> 00:43:34.200 little bit more about that.

00:43:34.200 --> 00:43:35.550 We start with learning strategies

00:43:35.550 --> 00:43:37.690 with the idea that they come in and

00:43:37.690 --> 00:43:39.166 they are starting to recognize that

00:43:39.166 --> 00:43:40.889 what got them to medical school might

00:43:40.889 --> 00:43:42.736 not be working as well as they liked.

00:43:42.736 --> 00:43:44.819 And so we use that as an opportunity

00:43:44.819 --> 00:43:46.853 to talk through some of the

00:43:46.853 --> 00:43:47.920 learning strategies ideas.

00:43:47.920 --> 00:43:49.411 I think that some of the other

NOTE Confidence: 0.833026062

00:43:49.411 --> 00:43:50.519 structural things we have done,

NOTE Confidence: 0.833026062

00:43:50.520 --> 00:43:52.653 we use a lot of case based learning in

NOTE Confidence: 0.833026062

00:43:52.653 --> 00:43:54.875 our first year of small group learning

NOTE Confidence: 0.833026062

00:43:54.880 --> 00:43:57.049 CBLT and and that has us has for us

NOTE Confidence: 0.833026062

00:43:57.049 --> 00:43:58.660 been really impactful and allowing

NOTE Confidence: 0.833026062

00:43:58.660 --> 00:44:01.160 them to get in there and wrestle.

NOTE Confidence: 0.833026062

00:44:01.160 --> 00:44:03.267 So some of that productive struggle and

NOTE Confidence: 0.833026062

00:44:03.267 --> 00:44:04.848 discovery seeing some variation within

NOTE Confidence: 0.833026062

00:44:04.848 --> 00:44:07.032 cases learning with and from each other.

NOTE Confidence: 0.833026062

00:44:07.040 --> 00:44:09.280 Pedagogically for us that

NOTE Confidence: 0.833026062

00:44:09.280 --> 00:44:11.520 has been really impactful.

NOTE Confidence: 0.833026062

00:44:11.520 --> 00:44:13.800 We did make AI alluded to this earlier,

NOTE Confidence: 0.833026062

00:44:13.800 --> 00:44:15.306 a change to our core clerkships

NOTE Confidence: 0.833026062

00:44:15.306 --> 00:44:16.795 when we moved them from year

NOTE Confidence: 0.833026062

00:44:16.795 --> 00:44:18.314 three to year 2 back in 2013.

NOTE Confidence: 0.833026062

00:44:18.320 --> 00:44:20.360 We did make it pass fail.

NOTE Confidence: 0.833026062

00:44:20.360 --> 00:44:21.552 I think that changes.

NOTE Confidence: 0.833026062

00:44:21.552 --> 00:44:24.216 We wanted it to truly be a foundational

NOTE Confidence: 0.833026062

00:44:24.216 --> 00:44:26.628 experience in the clerkships and it

NOTE Confidence: 0.833026062

00:44:26.628 --> 00:44:29.172 changes the ability to admit what you

NOTE Confidence: 0.833026062

00:44:29.172 --> 00:44:30.912 don't know when you're not trying

NOTE Confidence: 0.833026062

00:44:30.912 --> 00:44:32.798 to compete with the person next to

NOTE Confidence: 0.833026062

00:44:32.798 --> 00:44:34.460 you or trying to look perfect now.

NOTE Confidence: 0.833026062

00:44:34.460 --> 00:44:35.360 So Full disclosure,

NOTE Confidence: 0.833026062

00:44:35.360 --> 00:44:38.016 I also said we have graded immersion phase,

NOTE Confidence: 0.833026062

00:44:38.016 --> 00:44:42.240 so years 3:00 and 4:00 but even with that

NOTE Confidence: 0.833026062

00:44:42.240 --> 00:44:44.560 we we changed the way we did grades,

NOTE Confidence: 0.833026062

00:44:44.560 --> 00:44:47.640 we set here is an honours performance,

NOTE Confidence: 0.833026062

00:44:47.640 --> 00:44:48.675 here's the criteria for that

NOTE Confidence: 0.833026062

00:44:48.675 --> 00:44:49.979 and any student that met those

NOTE Confidence: 0.833026062

00:44:49.979 --> 00:44:51.119 criteria could get an honour.

NOTE Confidence: 0.833026062

00:44:51.120 --> 00:44:52.270 So they're no longer competing

NOTE Confidence: 0.833026062

00:44:52.270 --> 00:44:53.651 with each other which they were

NOTE Confidence: 0.833026062

00:44:53.651 --> 00:44:54.960 in our old system that they are,

NOTE Confidence: 0.833026062

00:44:54.960 --> 00:44:56.960 they know what the standard is and then

NOTE Confidence: 0.833026062

00:44:56.960 --> 00:44:58.470 they're competing with that or they're

NOTE Confidence: 0.833026062

00:44:58.470 --> 00:44:59.916 they're trying to perform to that.

NOTE Confidence: 0.833026062

00:44:59.920 --> 00:45:01.385 And so structurally for us

NOTE Confidence: 0.833026062

00:45:01.385 --> 00:45:03.159 that felt like it was a a,

NOTE Confidence: 0.833026062

00:45:03.160 --> 00:45:04.840 an approach that we that was more

NOTE Confidence: 0.833026062

00:45:04.840 --> 00:45:05.914 consistent with who we wanted

NOTE Confidence: 0.833026062

00:45:05.914 --> 00:45:07.276 to be in a CBME frame.

NOTE Confidence: 0.833026062

00:45:07.276 --> 00:45:09.544 We've we've determined these outcomes and

NOTE Confidence: 0.833026062

00:45:09.544 --> 00:45:12.160 now we're helping you work towards them.

NOTE Confidence: 0.833026062

00:45:12.160 --> 00:45:13.371 So those are some of the things

NOTE Confidence: 0.833026062

00:45:13.371 --> 00:45:14.560 that come to mind right away.

NOTE Confidence: 0.833026062

00:45:14.560 --> 00:45:16.156 I could happy to continue to talk,

NOTE Confidence: 0.918013481666667

00:45:16.160 --> 00:45:17.240 but I see two other hands.

NOTE Confidence: 0.918013481666667

00:45:17.240 --> 00:45:18.784 So let me try to answer those and

NOTE Confidence: 0.918013481666667

00:45:18.784 --> 00:45:20.525 we can circle back as as needed to

NOTE Confidence: 0.918013481666667

00:45:20.525 --> 00:45:22.332 some of the other examples here.

NOTE Confidence: 0.918013481666667

00:45:22.332 --> 00:45:23.520 Perfect. Thanks Vijay.

NOTE Confidence: 0.48703626

00:45:26.760 --> 00:45:28.652 Hi, thank you so much.

NOTE Confidence: 0.48703626

00:45:28.652 --> 00:45:33.360 This was so informative and engaging talk.

NOTE Confidence: 0.48703626

00:45:33.360 --> 00:45:34.239 I'm Vijay Karp.

NOTE Confidence: 0.48703626

00:45:34.240 --> 00:45:36.800 I'm an anesthesiologist and the Vice

NOTE Confidence: 0.48703626

00:45:36.800 --> 00:45:38.400 chair for Education in my department.

NOTE Confidence: 0.48703626

00:45:38.400 --> 00:45:41.152 And one of the things I've noticed in my

NOTE Confidence: 0.48703626

00:45:41.152 --> 00:45:43.510 interaction with the trainees is that a

NOTE Confidence: 0.48703626

00:45:43.510 --> 00:45:47.679 lot of them are using ChatGPT to get,

NOTE Confidence: 0.48703626

00:45:47.680 --> 00:45:50.640 you know, most of their information.

NOTE Confidence: 0.48703626

00:45:50.640 --> 00:45:54.760 So are you using any sort of,

NOTE Confidence: 0.48703626

00:45:54.760 --> 00:45:56.668 you know, training, incorporating,

NOTE Confidence: 0.48703626

00:45:56.668 --> 00:45:59.476 training on using these large language

NOTE Confidence: 0.48703626

00:45:59.480 --> 00:46:02.884 models for our trainees so that they

NOTE Confidence: 0.48703626

00:46:02.884 --> 00:46:05.559 can use them responsibly and ethically?

NOTE Confidence: 0.48703626

00:46:05.560 --> 00:46:08.793 And the second question is when do

NOTE Confidence: 0.48703626

00:46:08.793 --> 00:46:12.680 you see AI in terms of you know,

NOTE Confidence: 0.48703626

00:46:12.680 --> 00:46:15.598 helping in our journey towards being these,

NOTE Confidence: 0.48703626

00:46:15.600 --> 00:46:18.398 you know, towards this master

NOTE Confidence: 0.48703626

00:46:18.400 --> 00:46:19.640 adaptive learning.

NOTE Confidence: 0.884221044

00:46:20.800 --> 00:46:21.800 Thank you for the question.

NOTE Confidence: 0.884221044

00:46:21.800 --> 00:46:24.580 I really, I love it. I will.

NOTE Confidence: 0.884221044

00:46:24.580 --> 00:46:25.720 I'll start with the easy answer.

NOTE Confidence: 0.884221044

00:46:25.720 --> 00:46:27.400 No, we are not currently doing that.

NOTE Confidence: 0.884221044

00:46:27.400 --> 00:46:30.248 But we very much like your question have

NOTE Confidence: 0.884221044

00:46:30.248 --> 00:46:31.919 recognized students are using this.

NOTE Confidence: 0.884221044

00:46:31.920 --> 00:46:34.027 There is absolutely a set of competencies

NOTE Confidence: 0.884221044

00:46:34.027 --> 00:46:36.519 needed to use tools like that effectively.

NOTE Confidence: 0.884221044

00:46:36.520 --> 00:46:39.676 And so I just have on January 1st was

NOTE Confidence: 0.884221044

00:46:39.676 --> 00:46:41.697 able to add a person to my team with

NOTE Confidence: 0.884221044

00:46:41.697 --> 00:46:43.725 some FTE support to think about how do

NOTE Confidence: 0.884221044

00:46:43.725 --> 00:46:45.555 we incorporate this into our curriculum.

NOTE Confidence: 0.884221044

00:46:45.560 --> 00:46:48.152 So not just how do you use the tool,

NOTE Confidence: 0.884221044

00:46:48.160 --> 00:46:50.500 but what are the competencies to

NOTE Confidence: 0.884221044

00:46:50.500 --> 00:46:52.132 think about asking really effective

NOTE Confidence: 0.884221044

00:46:52.132 --> 00:46:53.836 questions because it turns out there's

NOTE Confidence: 0.884221044

00:46:53.836 --> 00:46:55.195 really a skill set around what

NOTE Confidence: 0.884221044

00:46:55.195 --> 00:46:56.680 prompts you enter into the the tools,

NOTE Confidence: 0.884221044

00:46:56.680 --> 00:46:58.440 whichever of them they are.

NOTE Confidence: 0.884221044

00:46:58.440 --> 00:46:59.544 And so we will,

NOTE Confidence: 0.884221044

00:46:59.544 --> 00:47:01.200 we are going to start incorporating

NOTE Confidence: 0.884221044

00:47:01.254 --> 00:47:03.354 that this fall in our first year

NOTE Confidence: 0.884221044

00:47:03.354 --> 00:47:05.536 curriculum around what are the core

NOTE Confidence: 0.884221044

00:47:05.536 --> 00:47:07.408 competencies related to informatics and

NOTE Confidence: 0.884221044

00:47:07.408 --> 00:47:10.160 AI that all of our graduates will need.

NOTE Confidence: 0.884221044

00:47:10.160 --> 00:47:10.960 And so I'm really excited.

NOTE Confidence: 0.884221044

00:47:10.960 --> 00:47:12.885 We're partnering with our Department

NOTE Confidence: 0.884221044

00:47:12.885 --> 00:47:15.160 of Biomedical Informatics to do that.

NOTE Confidence: 0.884221044

00:47:15.160 --> 00:47:18.170 And there's been a lot of concern

NOTE Confidence: 0.884221044

00:47:18.170 --> 00:47:20.150 about the ethical pieces that you've

NOTE Confidence: 0.884221044

00:47:20.150 --> 00:47:22.198 mentioned that you alluded to as well.

NOTE Confidence: 0.884221044

00:47:22.200 --> 00:47:25.593 And so we are working on having a Vanderbilt,

NOTE Confidence: 0.884221044

00:47:25.600 --> 00:47:27.106 a Vanderbilt instance of the the

NOTE Confidence: 0.884221044

00:47:27.106 --> 00:47:28.915 chat tools so that we can put in

NOTE Confidence: 0.884221044

00:47:28.915 --> 00:47:30.240 data to start to look at it.

NOTE Confidence: 0.884221044

00:47:30.240 --> 00:47:32.928 And so that the students are not

NOTE Confidence: 0.884221044

00:47:32.928 --> 00:47:34.536 necessarily putting in either

NOTE Confidence: 0.884221044

00:47:34.536 --> 00:47:36.360 copyrighted materials or faculty's

NOTE Confidence: 0.884221044

00:47:36.360 --> 00:47:39.051 materials or patient materials for sure

NOTE Confidence: 0.884221044

00:47:39.051 --> 00:47:41.157 into something that would would cut.

NOTE Confidence: 0.884221044

00:47:41.160 --> 00:47:43.400 So we're wrestling with that.

NOTE Confidence: 0.884221044

00:47:43.400 --> 00:47:44.276 And then to the last part,

NOTE Confidence: 0.884221044

00:47:44.280 --> 00:47:46.680 I think this is one of the areas

NOTE Confidence: 0.884221044

00:47:46.680 --> 00:47:48.352 where I'm learning so much from

NOTE Confidence: 0.884221044

00:47:48.352 --> 00:47:49.960 my colleagues that do this well.

NOTE Confidence: 0.884221044

00:47:49.960 --> 00:47:51.584 And the way that they have helped

NOTE Confidence: 0.884221044

00:47:51.584 --> 00:47:53.200 me think about it and frame it is

NOTE Confidence: 0.884221044

00:47:53.200 --> 00:47:54.760 these tools are that they are,

NOTE Confidence: 0.884221044

00:47:54.760 --> 00:47:56.832 they're just they're tools and if we

NOTE Confidence: 0.884221044

00:47:56.832 --> 00:47:59.239 learn to use them really effectively,

NOTE Confidence: 0.884221044

00:47:59.240 --> 00:48:01.718 there's a lot of the consolidation,

NOTE Confidence: 0.884221044

00:48:01.720 --> 00:48:03.444 scanning for different articles,

NOTE Confidence: 0.884221044

101

00:48:03.444 --> 00:48:05.599 organizing it can be done,

NOTE Confidence: 0.884221044

00:48:05.600 --> 00:48:06.758 but we're really early in that.

NOTE Confidence: 0.884221044

00:48:06.760 --> 00:48:08.160 So there's a lot of that, you know,

NOTE Confidence: 0.884221044

00:48:08.160 --> 00:48:09.040 you've heard about the,

NOTE Confidence: 0.884221044

00:48:09.040 --> 00:48:09.958 there's a fancy name for it,

NOTE Confidence: 0.884221044

00:48:09.960 --> 00:48:12.415 but basically the fake citations that

NOTE Confidence: 0.884221044

00:48:12.415 --> 00:48:13.640 they that they will come up with.

NOTE Confidence: 0.884221044

00:48:13.640 --> 00:48:14.816 And so there's a lot that we need

NOTE Confidence: 0.884221044

00:48:14.816 --> 00:48:16.640 to learn about. Hallucinations.

NOTE Confidence: 0.884221044

00:48:16.640 --> 00:48:17.144 Yes. Hallucinations, Yes.

NOTE Confidence: 0.884221044

00:48:17.144 --> 00:48:18.485 Like there's a word for it and I

NOTE Confidence: 0.884221044

00:48:18.485 --> 00:48:19.702 couldn't come up with it. Thank you.

NOTE Confidence: 0.884221044

00:48:19.702 --> 00:48:21.599 So I think there's so much that

NOTE Confidence: 0.884221044

00:48:21.599 --> 00:48:22.519 and that that.

NOTE Confidence: 0.884221044

00:48:22.520 --> 00:48:22.745 Right.

NOTE Confidence: 0.884221044

00:48:22.745 --> 00:48:24.320 Even if also if we're really honest,

NOTE Confidence: 0.884221044

00:48:24.320 --> 00:48:25.475 our learners will be far

NOTE Confidence: 0.884221044

00:48:25.475 --> 00:48:26.880 better at this than we are.

NOTE Confidence: 0.884221044

00:48:26.880 --> 00:48:29.080 And so we need to figure out how

NOTE Confidence: 0.884221044

00:48:29.080 --> 00:48:31.111 to rebuild the the skill set and

NOTE Confidence: 0.884221044

00:48:31.111 --> 00:48:32.874 the tools to keep up with them or

NOTE Confidence: 0.884221044

00:48:32.874 --> 00:48:34.876 at least to be able to have the

NOTE Confidence: 0.884221044

00:48:34.876 --> 00:48:36.604 conversation to then help prepare them

NOTE Confidence: 0.884221044

00:48:36.658 --> 00:48:38.436 for what could be a very different

NOTE Confidence: 0.884221044

00:48:38.440 --> 00:48:40.008 potentially practice of medicine

NOTE Confidence: 0.884221044

00:48:40.008 --> 00:48:42.360 or lifelong learning set of habits.

NOTE Confidence: 0.884221044

00:48:42.360 --> 00:48:43.062 At the core,

NOTE Confidence: 0.884221044

00:48:43.062 --> 00:48:45.279 I still think there is a lot of ideas,

NOTE Confidence: 0.884221044

00:48:45.280 --> 00:48:46.120 content, skills,

NOTE Confidence: 0.884221044

00:48:46.120 --> 00:48:48.640 attitudes that have to be learned,

NOTE Confidence: 0.956992757777778

00:48:48.640 --> 00:48:51.279 some of which large language models could

NOTE Confidence: 0.956992757777778

103

00:48:51.279 --> 00:48:53.400 help with, many of which they won't.

NOTE Confidence: 0.956992757777778

00:48:53.400 --> 00:48:54.891 And so then really trying to wrestle

NOTE Confidence: 0.956992757777778

00:48:54.891 --> 00:48:56.720 with great, where can these tools help

NOTE Confidence: 0.956992757777778

00:48:56.720 --> 00:48:59.120 so that we can put focus elsewhere

NOTE Confidence: 0.956992757777778

00:48:59.120 --> 00:49:00.200 for some of those other things.

NOTE Confidence: 0.956992757777778

00:49:00.200 --> 00:49:01.598 But thank you for the question.

NOTE Confidence: 0.956992757777778

00:49:01.600 --> 00:49:03.900 I love it. Great, Michael.

NOTE Confidence: 0.956992757777778

00:49:03.900 --> 00:49:05.700 Thanks again.

NOTE Confidence: 0.956992757777778

00:49:05.700 --> 00:49:08.525 Bill, I'm very interested in test

NOTE Confidence: 0.956992757777778

00:49:08.525 --> 00:49:10.778 enhanced learning which as you know

NOTE Confidence: 0.956992757777778

00:49:10.778 --> 00:49:12.800 is a form of retrieval practice,

NOTE Confidence: 0.956992757777778

00:49:12.800 --> 00:49:16.653 but the the potency of it really lives

NOTE Confidence: 0.956992757777778

00:49:16.653 --> 00:49:19.637 and dies by the quality of the question.

NOTE Confidence: 0.956992757777778

00:49:19.640 --> 00:49:22.448 And you know you have to remove the

NOTE Confidence: 0.956992757777778

00:49:22.448 --> 00:49:24.007 irrelevant difficulty and make it

NOTE Confidence: 0.956992757777778

00:49:24.007 --> 00:49:26.732 kind of a high context question that

NOTE Confidence: 0.956992757777778

00:49:26.732 --> 00:49:30.200 requires application of knowledge.

NOTE Confidence: 0.956992757777778

00:49:30.200 --> 00:49:32.265 And the thing that that really

NOTE Confidence: 0.956992757777778

00:49:32.265 --> 00:49:33.757 convinced me of this,

NOTE Confidence: 0.956992757777778

00:49:33.760 --> 00:49:36.880 which is this study that blew me away.

NOTE Confidence: 0.956992757777778

00:49:36.880 --> 00:49:39.043 I want if you don't know what

NOTE Confidence: 0.956992757777778

00:49:39.043 --> 00:49:40.480 I just wanted to do.

NOTE Confidence: 0.956992757777778

00:49:40.480 --> 00:49:44.188 They actually put students in F

NOTE Confidence: 0.956992757777778

00:49:44.188 --> 00:49:48.206 MRI machines and had them answer

NOTE Confidence: 0.956992757777778

00:49:48.206 --> 00:49:50.680 recall questions and then the

NOTE Confidence: 0.956992757777778

00:49:50.680 --> 00:49:52.657 other half was in the Mr.

NOTE Confidence: 0.956992757777778

00:49:52.657 --> 00:49:56.119 FM RI machine answering high context

NOTE Confidence: 0.956992757777778

00:49:56.119 --> 00:49:59.416 application questions and the FM RIS

NOTE Confidence: 0.956992757777778

00:49:59.416 --> 00:50:02.640 are completely different anatomically

NOTE Confidence: 0.956992757777778

00:50:02.640 --> 00:50:04.914 the ones with the high context

NOTE Confidence: 0.956992757777778

00:50:04.914 --> 00:50:07.426 question the parts of the cortex

NOTE Confidence: 0.956992757777778

00:50:07.426 --> 00:50:09.262 associated with deeper learning

NOTE Confidence: 0.956992757777778

00:50:09.262 --> 00:50:12.198 were lighting up But that just that

NOTE Confidence: 0.956992757777778

00:50:12.200 --> 00:50:13.916 you can't get better than that.

NOTE Confidence: 0.956992757777778

00:50:13.920 --> 00:50:16.000 No I oh thank you I have not seen that paper.

NOTE Confidence: 0.956992757777778

00:50:16.000 --> 00:50:18.196 I I remember vividly having a

NOTE Confidence: 0.956992757777778

00:50:18.196 --> 00:50:20.067 conversation around 2011 or 2012

NOTE Confidence: 0.956992757777778

00:50:20.067 --> 00:50:22.107 with some faculty here and saying

NOTE Confidence: 0.956992757777778

00:50:22.107 --> 00:50:24.128 wouldn't it be amazing if do

NOTE Confidence: 0.956992757777778

00:50:24.128 --> 00:50:25.568 exactly what you just described

NOTE Confidence: 0.956992757777778

00:50:25.568 --> 00:50:27.226 and we didn't but I wish we hadn't.

NOTE Confidence: 0.956992757777778

00:50:27.226 --> 00:50:28.752 I'll send it to you.

NOTE Confidence: 0.956992757777778

00:50:28.752 --> 00:50:29.360 Please do.

NOTE Confidence: 0.956992757777778

00:50:29.360 --> 00:50:32.652 I think it's by Dang DENGI think

NOTE Confidence: 0.956992757777778

00:50:32.652 --> 00:50:34.737 he's the first author I I was.

NOTE Confidence: 0.956992757777778

00:50:34.737 --> 00:50:36.550 I would also be very interested in

NOTE Confidence: 0.956992757777778

00:50:36.618 --> 00:50:38.646 getting that paper because it it

NOTE Confidence: 0.956992757777778

00:50:38.646 --> 00:50:40.990 relates very closely to work I'm doing.

NOTE Confidence: 0.956992757777778

00:50:40.990 --> 00:50:42.640 Thank you for bringing that up Michael.

NOTE Confidence: 0.956992757777778

00:50:42.640 --> 00:50:43.080 Sure.

NOTE Confidence: 0.867176288

00:50:43.320 --> 00:50:45.736 We'll send it to everybody. Just Michael

NOTE Confidence: 0.867176288

00:50:45.736 --> 00:50:48.160 just send it to Dorothy. Perfect.

NOTE Confidence: 0.83691905

00:50:49.320 --> 00:50:52.540 OK, I'll do that. Thanks Dana. Can I make.

NOTE Confidence: 0.83691905

00:50:52.540 --> 00:50:54.220 I just want to make one other comment

NOTE Confidence: 0.83691905

00:50:54.275 --> 00:50:56.003 on Michael's I I love the idea of of

NOTE Confidence: 0.83691905

00:50:56.003 --> 00:50:57.532 test enhanced learning and I will

NOTE Confidence: 0.83691905

00:50:57.532 --> 00:50:58.680 say we have struggled at figuring out

NOTE Confidence: 0.83691905

00:50:58.717 --> 00:50:59.877 how to implement that practically.

NOTE Confidence: 0.83691905

00:50:59.880 --> 00:51:01.638 Well, we have tried different things,

NOTE Confidence: 0.83691905

00:51:01.640 --> 00:51:03.110 one of which that I really thought

NOTE Confidence: 0.83691905

00:51:03.110 --> 00:51:05.014 was going to be awesome was in the

NOTE Confidence: 0.83691905

00:51:05.014 --> 00:51:06.562 middle of a a simulated patient

NOTE Confidence: 0.83691905

00:51:06.562 --> 00:51:08.479 case or standardized patient case.

NOTE Confidence: 0.83691905

00:51:08.480 --> 00:51:09.818 We gave the student the opportunity

NOTE Confidence: 0.83691905

00:51:09.818 --> 00:51:11.478 to come out to enter what they,

NOTE Confidence: 0.83691905

00:51:11.480 --> 00:51:14.000 what their differential diagnosis was to do,

NOTE Confidence: 0.83691905

00:51:14.000 --> 00:51:16.552 to have free access to the Internet to

NOTE Confidence: 0.83691905

00:51:16.552 --> 00:51:19.209 use resources and then to kind of hone

NOTE Confidence: 0.83691905

00:51:19.209 --> 00:51:21.439 their their differential and to go back in.

NOTE Confidence: 0.83691905

00:51:21.440 --> 00:51:22.396 And to your point,

NOTE Confidence: 0.83691905

00:51:22.396 --> 00:51:24.601 I think it was still helpful and it did give

NOTE Confidence: 0.83691905

00:51:24.601 --> 00:51:26.479 us an ability to assess how they were doing.

NOTE Confidence: 0.83691905

00:51:26.480 --> 00:51:28.388 But our assessment metrics just weren't

NOTE Confidence: 0.83691905

00:51:28.388 --> 00:51:29.962 weren't sensitive enough to really

NOTE Confidence: 0.83691905

00:51:29.962 --> 00:51:31.719 capture what they were doing and how

NOTE Confidence: 0.83691905

00:51:31.719 --> 00:51:33.557 well they were using different tools.

NOTE Confidence: 0.83691905

00:51:33.560 --> 00:51:34.834 And were they just going to Google

NOTE Confidence: 0.83691905

00:51:34.834 --> 00:51:36.318 or were they trying to use primary

NOTE Confidence: 0.83691905

00:51:36.318 --> 00:51:37.438 literature or were they using?

NOTE Confidence: 0.83691905

00:51:37.440 --> 00:51:39.420 So I think there's a lot of work that

NOTE Confidence: 0.83691905

00:51:39.420 --> 00:51:41.561 could be done to really better assess some

NOTE Confidence: 0.83691905

00:51:41.561 --> 00:51:43.599 of those skills in a test enhanced way.

NOTE Confidence: 0.83691905

00:51:43.600 --> 00:51:44.360 Yeah, absolutely.

NOTE Confidence: 0.833854304375

00:51:44.360 --> 00:51:46.145 Michael has a fabulous systematic

NOTE Confidence: 0.833854304375

00:51:46.145 --> 00:51:48.396 review and beamy that he put

NOTE Confidence: 0.833854304375

00:51:48.396 --> 00:51:50.396 together on test Enhanced learning.

NOTE Confidence: 0.833854304375

00:51:50.400 --> 00:51:51.864 I actually think you need real

NOTE Confidence: 0.833854304375

00:51:51.864 --> 00:51:53.199 estate in the curriculum for it.

NOTE Confidence: 0.833854304375

00:51:53.200 --> 00:51:55.720 So that's our big plug as we

NOTE Confidence: 0.833854304375

00:51:55.720 --> 00:51:57.280 move forward. Janet always

NOTE Confidence: 0.932343685

00:51:57.280 --> 00:51:58.560 wants more real estate.

NOTE Confidence: 0.786662545

00:52:02.160 --> 00:52:02.680 Can I go ahead?

NOTE Confidence: 0.817598612

00:52:04.200 --> 00:52:05.320 Oh, thank you very much, Bill.

NOTE Confidence: 0.817598612

00:52:05.320 --> 00:52:06.200 And as you know, we,

NOTE Confidence: 0.817598612

00:52:06.200 --> 00:52:08.786 I was so taken by this model for our

NOTE Confidence: 0.817598612

00:52:08.786 --> 00:52:10.960 new coaching program that we are all

NOTE Confidence: 0.817598612

00:52:10.960 --> 00:52:13.720 in on the Master Adaptive Learner.

NOTE Confidence: 0.817598612

00:52:13.720 --> 00:52:15.415 And the thing I really liked about the book,

NOTE Confidence: 0.817598612

00:52:15.415 --> 00:52:16.640 not that the AMA is giving me

NOTE Confidence: 0.817598612

00:52:16.640 --> 00:52:18.580 any credit for plugging the

NOTE Confidence: 0.817598612

00:52:18.580 --> 00:52:19.600 Master Adaptive Learner book.

NOTE Confidence: 0.817598612

00:52:19.600 --> 00:52:21.060 But there's a chapter in that

NOTE Confidence: 0.817598612

00:52:21.060 --> 00:52:22.600 book for all the people on

NOTE Confidence: 0.882426235

00:52:22.600 --> 00:52:23.960 the call right now.

NOTE Confidence: 0.882426235

00:52:23.960 --> 00:52:26.020 People who are lecturing people who

NOTE Confidence: 0.882426235

00:52:26.020 --> 00:52:27.448 are teaching in the clinical setting.

NOTE Confidence: 0.882426235

00:52:27.448 --> 00:52:29.600 People are teaching in the GME setting.

NOTE Confidence: 0.882426235

00:52:29.600 --> 00:52:30.410 Because as individual

NOTE Confidence: 0.882426235

00:52:30.410 --> 00:52:31.760 faculty kind of the more

00:52:31.760 --> 00:52:34.520 we have a institutional framework

00:52:34.880 --> 00:52:36.833 around the things that we can do to plan

00:52:36.840 --> 00:52:39.360 our teaching because we can be so

00:52:39.360 --> 00:52:40.826 directive read that chapter do

00:52:40.826 --> 00:52:43.200 this thing and and we can't find

00:52:43.200 --> 00:52:45.060 the little coals that are already

00:52:45.060 --> 00:52:47.040 burning inside them. And our

00:52:47.040 --> 00:52:49.084 coaches are working on those batteries and

00:52:49.084 --> 00:52:51.199 charging them as matter type of learning.

00:52:51.200 --> 00:52:53.692 But they're so used to being controlled,

00:52:53.692 --> 00:52:55.760 what to do and why to do everything else.

00:52:55.760 --> 00:52:57.986 System I think helps more than potentially

00:52:57.986 --> 00:53:01.319 some other places that might be more

00:53:01.320 --> 00:53:04.696 restrictive or pro strict post post frictive.

00:53:04.696 --> 00:53:06.559 You know what I mean proscriptive.

00:53:07.760 --> 00:53:09.524 But I don't know if you could talk a

NOTE Confidence: 0.881045816666667

00:53:09.524 --> 00:53:12.680 little bit more about individual teaching

NOTE Confidence: 0.81247038

00:53:12.680 --> 00:53:14.080 on the fly, teaching in a clinical

NOTE Confidence: 0.81247038

00:53:14.080 --> 00:53:15.480 scenario that I don't want to sound

NOTE Confidence: 0.81247038

00:53:15.480 --> 00:53:17.359 like it's too big, but an example

NOTE Confidence: 0.7530725595

00:53:17.680 --> 00:53:21.040 of you as an individual teacher being

NOTE Confidence: 0.7530725595

00:53:21.040 --> 00:53:24.408 an Mal attending. Yeah. And and Bill,

NOTE Confidence: 0.7530725595

00:53:24.408 --> 00:53:26.864 just before you make a plug, please,

NOTE Confidence: 0.7530725595

00:53:26.864 --> 00:53:29.000 everyone start filling in your eval.

NOTE Confidence: 0.7530725595

00:53:29.000 --> 00:53:31.238 We really appreciate all your comments

NOTE Confidence: 0.7530725595

00:53:31.238 --> 00:53:33.320 while Bill answers Dana's question.

NOTE Confidence: 0.613215577142857

00:53:35.880 --> 00:53:38.274 Yeah, Dana, I, I appreciate the question.

NOTE Confidence: 0.613215577142857

00:53:38.280 --> 00:53:41.320 And I think there are,

NOTE Confidence: 0.613215577142857

00:53:41.320 --> 00:53:42.568 there's so many layers to what

NOTE Confidence: 0.613215577142857

00:53:42.568 --> 00:53:43.920 happened in a clinical environment.

NOTE Confidence: 0.613215577142857

00:53:43.920 --> 00:53:47.680 So my my time in the PEDs ICU is often

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NOTE Confidence: 0.613215577142857

00:53:47.680 --> 00:53:49.136 the morning is focused on rounds and

NOTE Confidence: 0.613215577142857

00:53:49.136 --> 00:53:50.618 going patient by patient and all of

NOTE Confidence: 0.613215577142857

00:53:50.618 --> 00:53:52.120 that into that environment is one thing.

NOTE Confidence: 0.613215577142857

00:53:52.120 --> 00:53:53.527 The if we pull learners away to

NOTE Confidence: 0.613215577142857

00:53:53.527 --> 00:53:55.110 talk a little bit about a few

NOTE Confidence: 0.613215577142857

00:53:55.110 --> 00:53:56.275 things or it's embedded within.

NOTE Confidence: 0.613215577142857

00:53:56.280 --> 00:53:58.872 And so I think the strategies vary a little

NOTE Confidence: 0.613215577142857

00:53:58.872 --> 00:54:01.365 bit based on the context even within the

NOTE Confidence: 0.613215577142857

00:54:01.365 --> 00:54:03.760 context of on time in the in the ICU.

NOTE Confidence: 0.613215577142857

00:54:03.760 --> 00:54:05.416 One of the my learners would laugh at

NOTE Confidence: 0.613215577142857

00:54:05.416 --> 00:54:06.959 this because it's absolutely what I do.

NOTE Confidence: 0.613215577142857

00:54:06.960 --> 00:54:08.736 I almost never answer a question

NOTE Confidence: 0.613215577142857

00:54:08.736 --> 00:54:10.720 with with what they want to hear.

NOTE Confidence: 0.613215577142857

00:54:10.720 --> 00:54:12.080 They asked me what should we do here.

NOTE Confidence: 0.613215577142857

00:54:12.080 --> 00:54:13.039 I'm like well let's talk about what

NOTE Confidence: 0.613215577142857

00:54:13.039 --> 00:54:14.000 do you think we should do here.

NOTE Confidence: 0.613215577142857

00:54:14.000 --> 00:54:15.758 And so my main strategy one,

NOTE Confidence: 0.613215577142857

00:54:15.760 --> 00:54:17.224 because I think it engages their

NOTE Confidence: 0.613215577142857

00:54:17.224 --> 00:54:18.560 curiosity a little bit better,

NOTE Confidence: 0.613215577142857

00:54:18.560 --> 00:54:19.112 but two,

NOTE Confidence: 0.613215577142857

00:54:19.112 --> 00:54:20.492 it actually helps me assess

NOTE Confidence: 0.613215577142857

00:54:20.492 --> 00:54:21.902 their reasoning skills because I

NOTE Confidence: 0.613215577142857

00:54:21.902 --> 00:54:23.237 even if they're totally wrong,

NOTE Confidence: 0.613215577142857

00:54:23.240 --> 00:54:25.046 I want them to think through and

NOTE Confidence: 0.613215577142857

00:54:25.046 --> 00:54:26.533 ideally think through out loud what

NOTE Confidence: 0.613215577142857

00:54:26.533 --> 00:54:27.935 they think we should do because

NOTE Confidence: 0.613215577142857

00:54:27.935 --> 00:54:30.000 it allows me to really gauge their

NOTE Confidence: 0.613215577142857

00:54:30.000 --> 00:54:31.424 understanding of the cut context

NOTE Confidence: 0.613215577142857

00:54:31.424 --> 00:54:32.984 of the situation with the patient

NOTE Confidence: 0.613215577142857

00:54:32.984 --> 00:54:34.598 of the Physiology below that.

NOTE Confidence: 0.613215577142857

00:54:34.600 --> 00:54:36.472 And so I do a lot of question answering,

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NOTE Confidence: 0.613215577142857

00:54:36.480 --> 00:54:39.593 no question asking and.

NOTE Confidence: 0.613215577142857

00:54:39.593 --> 00:54:41.777 And for me that is the strategy that

NOTE Confidence: 0.613215577142857

00:54:41.777 --> 00:54:43.780 helps me better tailor if I am going

NOTE Confidence: 0.613215577142857

00:54:43.780 --> 00:54:45.752 to drop in then little minutes of

NOTE Confidence: 0.613215577142857

00:54:45.752 --> 00:54:47.684 teaching to target it better so that

NOTE Confidence: 0.613215577142857

00:54:47.684 --> 00:54:49.838 I'm not teaching them teaching them

NOTE Confidence: 0.613215577142857

00:54:49.838 --> 00:54:51.653 something that they learned already

NOTE Confidence: 0.613215577142857

00:54:51.714 --> 00:54:53.421 or they already know something that I

NOTE Confidence: 0.613215577142857

00:54:53.421 --> 00:54:55.456 did a while ago and I haven't used it

NOTE Confidence: 0.613215577142857

00:54:55.456 --> 00:54:57.318 recently because it is fairly time intensive.

NOTE Confidence: 0.613215577142857

00:54:57.320 --> 00:54:59.080 But if there's a little bit more time,

NOTE Confidence: 0.613215577142857

00:54:59.080 --> 00:55:01.369 is asking them to do a concept

NOTE Confidence: 0.613215577142857

00:55:01.369 --> 00:55:03.519 map about a given patient,

NOTE Confidence: 0.613215577142857

00:55:03.520 --> 00:55:04.800 'cause it's really informative

NOTE Confidence: 0.613215577142857

00:55:04.800 --> 00:55:06.062 to quickly see, well,

NOTE Confidence: 0.613215577142857

00:55:06.062 --> 00:55:06.364 wow,

NOTE Confidence: 0.613215577142857

00:55:06.364 --> 00:55:07.874 you've got a great understanding

NOTE Confidence: 0.613215577142857

00:55:07.874 --> 00:55:09.420 about the microbes that might

NOTE Confidence: 0.613215577142857

00:55:09.420 --> 00:55:10.880 be causing this infection and

NOTE Confidence: 0.613215577142857

00:55:10.880 --> 00:55:12.399 the antibiotics and all of that.

NOTE Confidence: 0.613215577142857

00:55:12.400 --> 00:55:13.114 But you really,

NOTE Confidence: 0.613215577142857

00:55:13.114 --> 00:55:14.542 this part over here where you're

NOTE Confidence: 0.613215577142857

00:55:14.542 --> 00:55:15.640 talking about the symptoms,

NOTE Confidence: 0.613215577142857

00:55:15.640 --> 00:55:16.680 those aren't connected at all.

NOTE Confidence: 0.613215577142857

00:55:16.680 --> 00:55:19.720 So let's let's spend my time teaching there.

NOTE Confidence: 0.613215577142857

00:55:19.720 --> 00:55:21.120 Again, it requires a little bit more time,

NOTE Confidence: 0.613215577142857

00:55:21.120 --> 00:55:22.220 'cause you're asking the learner

NOTE Confidence: 0.613215577142857

00:55:22.220 --> 00:55:23.949 or learners to put on paper how

NOTE Confidence: 0.613215577142857

00:55:23.949 --> 00:55:25.117 they're thinking about something.

NOTE Confidence: 0.613215577142857

00:55:25.120 --> 00:55:26.674 But it's a really quick way to

NOTE Confidence: 0.613215577142857

00:55:26.674 --> 00:55:27.960 assess where are they strong,

00:55:27.960 --> 00:55:29.808 where might we spend some teaching

00:55:29.808 --> 00:55:32.276 time so that I'm not in my mind

00:55:32.276 --> 00:55:33.155 wasting their time.

00:55:33.160 --> 00:55:34.072 I think the other,

00:55:34.072 --> 00:55:35.440 and I alluded to this earlier,

00:55:35.440 --> 00:55:37.132 that's as important or maybe more

00:55:37.132 --> 00:55:38.872 important is the role modeling when

00:55:38.872 --> 00:55:40.811 I don't know something and to be

00:55:40.811 --> 00:55:42.479 willing to just upfront admit that

00:55:42.480 --> 00:55:44.280 they hear me tell families often,

00:55:44.280 --> 00:55:45.300 I don't know for sure what's

00:55:45.300 --> 00:55:46.240 going on with your child.

00:55:46.240 --> 00:55:47.836 Here's what we're doing to evaluate it.

00:55:47.840 --> 00:55:49.275 Here's what we think it could be,

00:55:49.280 --> 00:55:51.674 but I we don't know for sure.

00:55:51.680 --> 00:55:54.040 And so I hope that that builds in a little

NOTE Confidence: 0.942424203043478

00:55:54.097 --> 00:55:55.981 bit more comfort with uncertainty which

NOTE Confidence: 0.942424203043478

00:55:55.981 --> 00:55:58.479 I think again is embedded in medicine.

NOTE Confidence: 0.942424203043478

00:55:58.480 --> 00:56:00.468 But for learners that's hard, right.

NOTE Confidence: 0.942424203043478

00:56:00.468 --> 00:56:02.008 If you think about especially

NOTE Confidence: 0.942424203043478

00:56:02.008 --> 00:56:03.240 our pre clerkship learners,

NOTE Confidence: 0.942424203043478

00:56:03.240 --> 00:56:04.560 they want black and white,

NOTE Confidence: 0.942424203043478

00:56:04.560 --> 00:56:05.624 they want the ABCD.

NOTE Confidence: 0.942424203043478

00:56:05.624 --> 00:56:07.780 There should be always a right choice and

NOTE Confidence: 0.942424203043478

00:56:07.780 --> 00:56:10.000 it should be very clear which one it is.

NOTE Confidence: 0.942424203043478

00:56:10.000 --> 00:56:11.764 And most of the patients we take

NOTE Confidence: 0.942424203043478

00:56:11.764 --> 00:56:13.786 care of aren't that black and white

NOTE Confidence: 0.942424203043478

00:56:13.786 --> 00:56:15.592 and they so there's uncertainty and

NOTE Confidence: 0.942424203043478

00:56:15.647 --> 00:56:17.495 and so I also think if when there

NOTE Confidence: 0.942424203043478

00:56:17.495 --> 00:56:18.920 are times where I can highlight

NOTE Confidence: 0.942424203043478

00:56:18.920 --> 00:56:19.880 some of that uncertainty,

00:56:19.880 --> 00:56:21.798 I think it serves them well to

00:56:21.798 --> 00:56:23.199 have some conversation around it.

00:56:23.200 --> 00:56:25.960 That's especially difficult for

00:56:25.960 --> 00:56:29.720 oncologists and and you're you're

00:56:29.720 --> 00:56:31.688 acknowledging that who don't

00:56:31.688 --> 00:56:34.112 like to admit the uncertainty of

00:56:34.112 --> 00:56:36.230 treatments and it often leads to

00:56:36.230 --> 00:56:37.598 very devastating side effects.

00:56:37.600 --> 00:56:39.280 So I kudos

00:56:39.280 --> 00:56:40.240 for modeling that.

00:56:40.800 --> 00:56:43.038 Wonderful. So Bill, thank you so

00:56:43.038 --> 00:56:45.342 much for getting us excited about

00:56:45.342 --> 00:56:48.270 this and I'm sure we'll all walk away

00:56:48.348 --> 00:56:50.718 reading your papers in your book.

00:56:50.720 --> 00:56:52.547 So thank, thank you very much and

00:56:52.547 --> 00:56:54.119 thanks for everyone to participate.

NOTE Confidence: 0.937523581538462

00:56:54.120 --> 00:56:55.280 It was a great session.

NOTE Confidence: 0.7991142325

00:56:55.720 --> 00:56:57.040 Thanks everybody. Really enjoy.