

IADR 2018

Helping Trainees/Students/Researchers achieve their objectives

Supported by

Network for Practice-based Research Scientific Group (PBRN)

Education Research Group (ERG)

Behavioural, Epidemiological, and Health Services Research Group

Chair: Professor Jonathan Cowpe, Cardiff University

Presenter: Ms Leona Walsh, Cardiff University

Facilitators:

Professor Lynn Johnson, University of Michigan & Dr Terhi Karahariu-Suvanto,
Helsinki University



Interactive Faculty Development Game

Managing trainees with support needs

- 13.30 – 13.50 Leona Walsh
Introduction to managing a trainee/student/researcher
who needs support - covering strategies and best practice
- 13.50 – 14.40 Interactive GoT game – workshop registrants
- 14.40 – 15.00 Plenary Session – report from each group
choose 1 or 2 issues to report on





Chatham House Rule

.... participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.



Aims & Objectives

- To develop skills in understanding progression issues and support strategies to aid trainee progression
- Understand and recognise triggers that may affect educational clinical training and research, including ill-health
- Develop effective supervision skills for managing trainees with support needs
- Construct specific, targeted and realistic educational plans to enable satisfactory training progression

PSU Role



Remit

- Confidential
- One to one guidance
- Wellbeing and Health
- Tailored Support
- Referral to Specialist Services
- SMART Support Plan
- Guidance to Specialties – ARCPs, STCs

Education

- Faculty Development
- GMC Promoting Excellence: Standards for Medical Education and Training
 - Trainers – Theme 4 Supporting Educators
 - Trainees – Theme 3 Supporting Learners

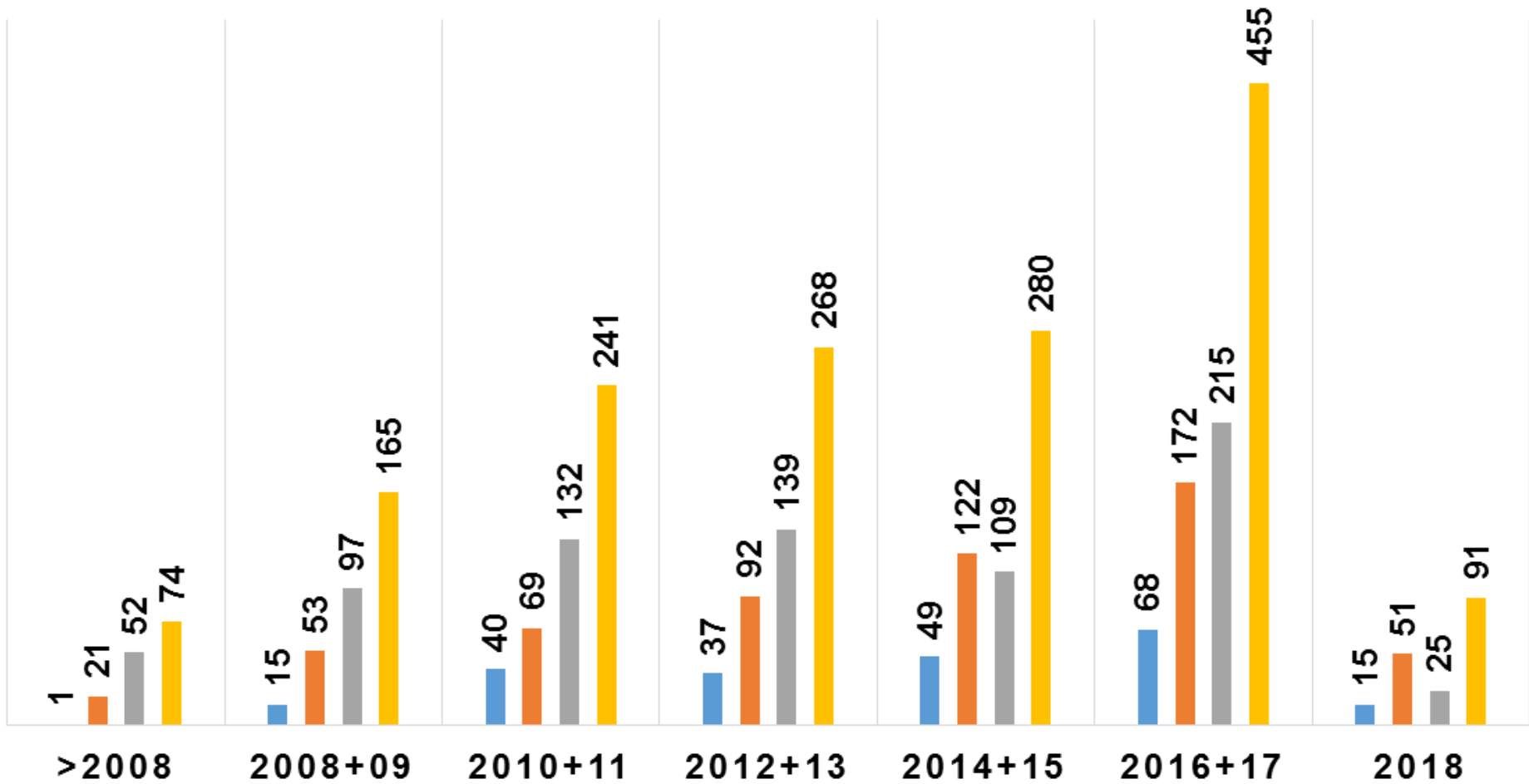
Links

- Specialty Training
- Specialty Professional Support Leads
- Support Resources
- COPMeD – PSU Dean
- AMEE / ASME / ICRE / Physician Health / ICRE

PSU Referrals



■ F1/F2 ■ CT/ST1+2/FTSTA ■ ST3< ■ Total



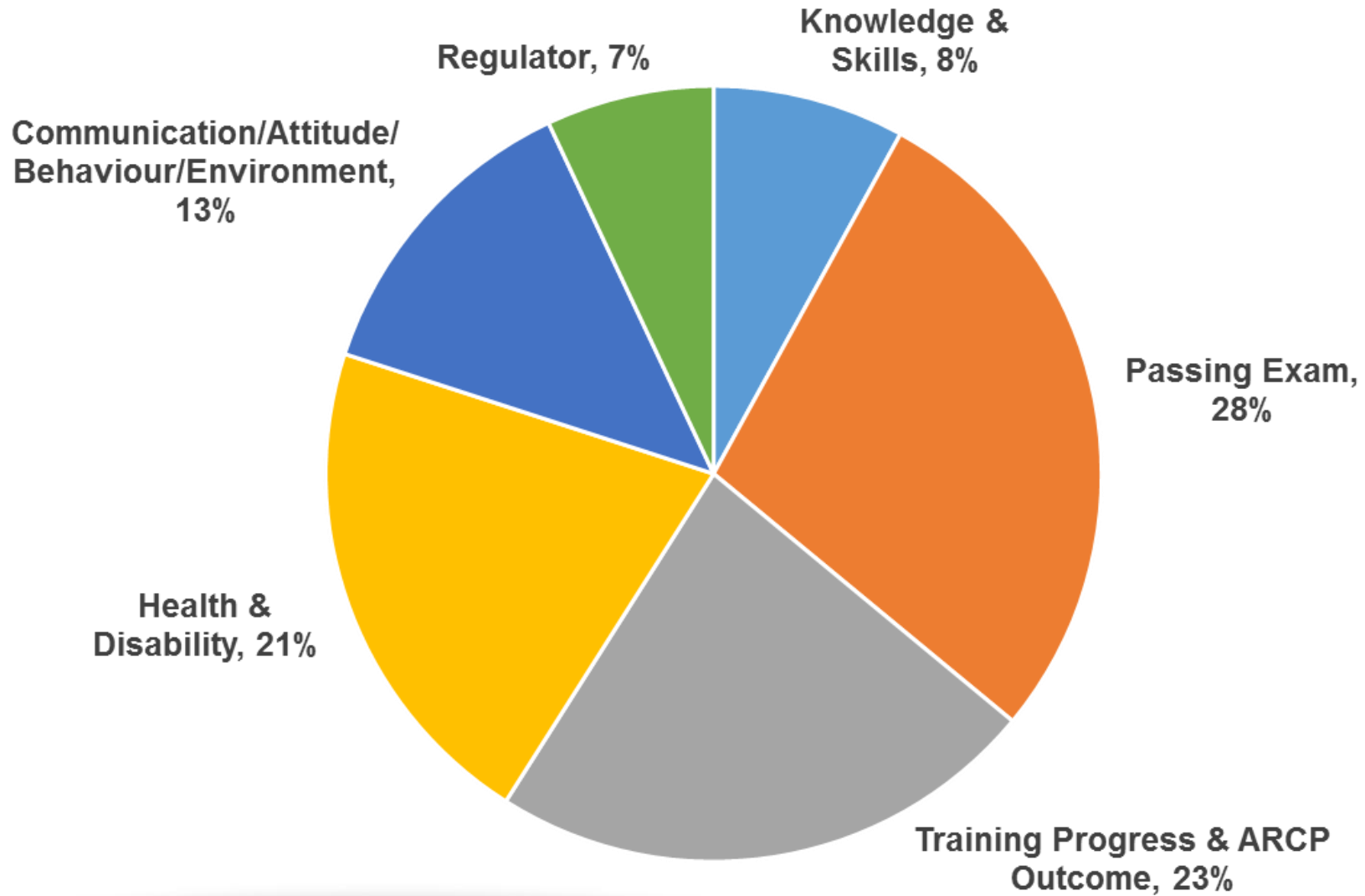


PSU Referrals

Trainees Supported 2008 - 2018	1623
Total Closed Cases	1340
PSU Active Cases	283 (+/-11%)
Further Support (HSC)	97

- *90% of PSU referrals have positive outcomes!*

Total Referrals





What to look out for?

- Difficulty in prioritising / lack of confidence in own decisions
- Problems dealing with ambiguity / uncertainty
- Arriving late / leaving early / on site but can't be found
- Always at work (never leaves)
- Having difficulty with exams
- Defensiveness / argumentative especially with junior colleagues
- Delays work based assessments, presentations or public speaking
- Doesn't ever talk about interests, family, friends
- Has to do the very best, nothing else is good enough
- Lots of time off / or coming in when clearly should be at home
- Very self critical and may be critical of others



Causes

- Workload
- Work / life balance
- Poor diet / Poor fitness
- Exposure to illness / suffering
- Demands – external / internal
- Scrutiny
- Environment



Social

- Strained relationships
- Displacement
- Financial – debt
- Social pressure
- Personal interests
- Misuse of substances



Personal

- Perfectionist
- Need to please
- Stoic
- Dedicated
- Self doubt
- Fear of failure



Barriers to Support

- Denial
- Confidentiality concerns
- Lack of time
- Cynicism
- Stigma
 - Professional
 - Mental health



Patterns

- Exams
- ARCP Outcomes
- Health
- Transitions
- Life events
- Environment



Stress?

- Being under pressure
- Facing changes
- Worrying about something
- Not having control over an outcome
- Overwhelming responsibilities
- Not having enough work, activities or change



Responding to stressors

- Identify stressors
- Organise and plan
- Make a list
- Vary activities
- Take breaks
- Know your outcomes
- Identify distractions
- Use relaxation techniques
- Sleep & diet
- Exercise
- Friends & family
- Ask for support



The simple but **REALLY** effective stuff!!!

- Listen and understand
- Be aware that YOU are a role model
- Look out for challenges & don't be afraid to ask
- Question "What keeps you awake at night?"
- Share any difficulties you had / are having
- Tell people when they do something well



Good Conversation

- Listen and understand
- Look out for challenges & don't be afraid to ask
- Question “What keeps you awake at night?”
- Share any difficulties you had / are having
- Tell people when they do something well



Good conversation

Explore existing situation

- Open questions
- Silences
- Empathise
- Paraphrase
- Reflect
- Summarise

Establish aims & goals

- Recognise patterns
- Challenge perspectives
- What are the solutions?
- Analyse
- Action plan

Develop strategies

- Problem solve
- Challenges → Opportunities
- Define goals
- Set Goals - S.M.A.R.T.
- Consequences of actions

G. Egan, The Skilled Helper Model

See: http://www.gp-training.net/training/communication_skills/mentoring/egan.htm#3b



PSU Support

- Exploration of support needs & options
- Addressing exam preparation & technique
- Developing an educational plan with outcomes
- Developing an action plan
- Assisting with adjustments for health or disability
- Exploration of career options
- LTFT training
- Referral for further support



Building & Maintaining Wellness

- 3 positive : 1 negative
 - Keep an ‘appreciation journal’
- Exercise
 - 7 minute exercise App
 - Maximise on opportunities



Resources

- **Mindfulness**

Insighttimer: <https://insighttimer.com/>

Free Mindfulness: www.freemindfulness.org

Minful: www.mindful.org

Actmindfully: www.actmindfully.com.uu

Headspace: <https://www.headspace.com/>

Calm: <https://www.calm.com/>

BellyBio: <http://bellybio.com/>

- **Managing Stress**

Ted Talk: Dr Alan Watkins: 'Being brilliant every single day'

<https://www.youtube.com/watch?v=q06YIWCR2Js>

https://www.youtube.com/watch?v=Q_fFattg8N0



Resources

- **Confidence**

Ted Talk: Amy Cuddy: 'Your body language shapes who you are'

https://www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are

- **Optimising performance**

Steve Peters, 'The Chimp Paradox' <http://ed.ted.com/on/n4nfaYuo>

- **Websites to self rate resilience**

Optimism test: rainybrainsunnybrain.com

Authentic Happiness, Martin Seligman

<http://pualib.com/pp.php?v=1272168925>



PSU Outcomes





- Better understanding of support
 - Trainees and trainers
- Less fear & anxiety
- 90% positive outcomes



Game of Training

- Awareness of situations that may impact on training / work / study
- Understanding global similarities
- Exploration of potential support needs
- Discussion around best practice

Faculty Development

Health Screening Discovers Hepatitis B Positive Status	PROFESSIONAL ALERT	End of 1st year Assessment Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an ANNUAL PROGRESSION Card	PROFESSIONAL ALERT	End of 7th year Assessment Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an ANNUAL PROGRESSION Card	Unable to Delegate Appropriately	Demonstrating No Clinical Team Leadership Abilities	Final year Assessment Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an ANNUAL PROGRESSION Card	
Frequently Calls in Sick on a Monday Morning		Getting Married Overseas		HEALTH STOP Take a Card				
Feeling Isolated at Work		HEALTH Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take a HEALTH Card		Acrimonious Divorce from Partner				
 START		Careers Dilemma		PROFESSIONAL ALERT				
		Serious Communication Problems	Financial Problems	End of 6th year Assessment Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an ANNUAL PROGRESSION Card				Elderly Parent with Alzheimer's Disease
	PROFESSIONAL ALERT	End of 2nd year Assessment Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an ANNUAL PROGRESSION Card	ANNUAL PROGRESSION	EXAM	HEALTH	End of 5th year Assessment Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an ANNUAL PROGRESSION Card	PROFESSIONAL ALERT	
Becomes a Chair of a National Professional Committee	Conflict with Peers / Colleagues	Confidence Issues Following Significant Error (Clinical or Research)				Struggling with Work/Life Balance - Considering Resignation		
Baby Due						EXAM Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an EXAM Card		
HEALTH STOP Take a Card	Selected for National Sports Team	PROFESSIONAL ALERT - STOP Take a Card	End of 3rd year Assessment Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an ANNUAL PROGRESSION Card	Partner Develops Multiple Sclerosis	Child Diagnosed with Serious Chronic Illness	EXAM STOP Take a Card	Lack of Drive at Work - Described as 'Laziness'	End of 4th year Assessment Roll: 1,3,5 - PROCEED - Satisfactory Progression 2,4,6 - STOP - Take an ANNUAL PROGRESSION Card

Professional Alert

Frequently calls in sick

Acrimonious divorce

Career dilemmas

Serious communication skills

Struggles with work/life balance – resignation ??

Health

Poor leadership issues

Getting married overseas

Financial problems

Confidence issues

Elderly parent with dementia

Isolated in work

Missed application deadline

Partner develops serious illness

Conflict with peers or colleagues

Baby due

Annual Progression

Child diagnosed with chronic illness

Exam issues

Volunteer work overseas

Selected for national sports team

Poor delegation

Becomes chair of national trainee committee

Lazy – lack of drive at work

Game of Training



- Place token on 'START' & Role dice
- Move around the board – follow instructions
- Some fields have an automatic **STOP**
 - Pick up a card and discuss issue
- Some fields
 - PROCEED if you roll: 1,3,5 - Satisfactory Progression
 - STOP if you roll: 2,4,6 pick up a card and discuss issue
- **Discussion**
 - How does this effect the trainee/student/programme?
 - Support plan?
 - Consequences?



Plenary Session

- Report from each group
- Choose 1 or 2 support issues



*“Everyone you meet is fighting a battle you know nothing about.
Be kind. Always.”*

Brad Meltzer



Questions?

Leona Walsh

walshla@cardiff.ac.uk

07900191933

@LeonaAWalsh