Residents As Educators

Karen Spear Ellinwood, JD, PhD [Instructional Development]  
520.626.1743  kse@medadmin.arizona.edu

T. Gail Pritchard, PhD [Resident Development]  
520.626.2390  tpritcha@medadmin.arizona.edu

Susan Ellis, EdS [Assessment of Student Performance]  
520.626.3654  sellis@medadmin.arizona.edu

Larry Oñate, MD, Housestaff Counselor  520.325.9176
Microskills 5 Plus 5!

1. Get a commitment [What do you think is going on?]
2. Probe for evidence [What supports/contradicts your ideas? What else do you need to know? Are you making any assumptions?]
3. Teach/Critique General Rules [Ask students to infer and apply general rule to the case; analyze for exceptions; engage in critical discussion]
4. Reinforce what was right [You responded to the patient respectfully in stressful conditions; you demonstrated good understanding of X]
5. Reflect & Correct

   +1 Be Timely & Respectful [Offer feedback ASAP; use professional tone]
   +2 Be explicit [I’d like to give you feedback on (today’s event).]
   +3 Describe relevant observable behaviors [I noticed you asked the next question before the patient could respond.]
   +4 Invite Self-assessment & Reflection for Improvement [How do you think you did when you ...? What do you think you could do next time if this happens? How could you better prepare for...?]
   +5 Suggest/Model corrective action [When X happens, you could do or say Y; demonstrate how to say/do under similar conditions]