



# TAKE 5

## BUILDING TRUST AND AUTONOMY

Strategies for the clinical learning environment

### 1 RECOGNIZE YOUR OWN EXPERIENCE

- Be aware that you may be supervising learners too much, or not enough.
- Avoid assuming learners know everything you know now.

### 2 BUILD PARTNERSHIPS WITH LEARNERS

- Let your learners know that you are on their team because patient care is a shared responsibility.
- Take time early to discuss expectations, goals, and openly discuss how you would like to receive feedback.

### 3 REMAIN FLEXIBLE

- Learner competence varies even within the same year of training; be deliberate in how much autonomy you afford individuals.
- Early on in training, learners often need more guidance; later training can often be more hands-off.

### 4 TAILOR TO CONTEXT AND TASKS

- Trainees value autonomy and also appreciate oversight and help, particularly with complex patients.
- While a learner may do very well with lower acuity patients, they may need a higher level of supervision in other situations.

### 5 PROVIDE PERFORMANCE FEEDBACK

- Be reflective and patient with yourself and try to stay in the supervisor role as much as possible.
- Recognize new insights each time you work with learners.

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Presented by Susan Moeschler, MD Program Director for Interventional Pain Medicine Fellowship, Anesthesiology, Academy of Education Excellence member since 2019

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