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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