



# TAKE 5

## CULTIVATING LEARNER AUTONOMY

Striking the optimal balance between supervision and autonomy

### 1 KNOW YOUR LEARNER

- Confirm their level of training and previous experiences
- Ask about preparatory work, goals, and motivations
- Tell them what factors influence your entrustment decisions

### 2 ESTABLISH ROLES AND EXPECTATIONS

- Clearly communicate their roles and responsibilities
- Encourage them to take ownership of the patient
- Review critical steps, discuss potential problems, assign tasks, and explain how to ask for help

### 3 PROMOTE DECISION MAKING

- Foster independent thinking
- Let them take an active role while providing a safety net
- Listen carefully to their input and ask about their thought process

### 4 BE AVAILABLE

- Emphasize that they should ask questions
- Remind them that they can call you if they don't get answers from their senior resident or fellow
- Provide clear guidance regarding when to call you

### 5 GIVE LEARNERS SPACE

- Avoid being constantly present in learner work areas
- Remain close while being less visible
- Avoid micromanaging patient care

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