

QUESTION 1

The resident adheres to ethical principles (Demonstrates Honesty and Integrity, Exhibits Ethical Behavior in Professional Code of Conduct)

Demonstrates Honesty and Integrity (ie. Worthy of the trust bestowed upon us by the patients and the public's good faith, reports and analyzes medical errors, maintain confidentiality, understands their scope of practice with appropriate use of knowledge and skills, trustworthy)

Exhibits Ethical Behavior in Professional Code of Conduct (ie. Student recognizes that being an orthopaedic surgeon is a "way of life" that serves the patient and community, advocates in the best interest of the patient, goes "above and beyond," they "do the right thing," respects diverse patient populations, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation)

Resources

**PDF copies of articles are [available in this folder](#).

Topics to Write On:

1. Navigating Patient Confidentiality

- Importance: Patient confidentiality is a cornerstone of trust in the healthcare profession. It is essential for residents to understand the legal and ethical frameworks that protect patient information.
- Expansion: Examine common confidentiality scenarios that residents may encounter, the impact of breaches on patient care, and the balance between confidentiality and the need to share information for patient safety.

2. Maintaining Professional Boundaries

- Importance: Professional boundaries safeguard the patient-provider relationship, ensuring it remains within the scope of professional practice.
- Expansion: Discuss the identification and management of boundary-crossing situations, including social media interactions, and the implications of boundary violations for residents and patients.

3. Reporting Medical Errors

- Importance: Openness in reporting medical errors can lead to systemic improvements and prevent future incidents. It is a critical aspect of professional accountability.
- Expansion: Delve into creating a culture of safety where reporting errors is encouraged and used as a learning tool, not as a source of punishment.

4. Ethical Considerations in Diverse Patient Populations

- Importance: Ethical care involves understanding and respecting the cultural, social, and personal values of patients from diverse backgrounds.
- Expansion: Explore the ethical challenges in delivering culturally competent care, the role of patient advocacy, and the importance of equitable treatment in healthcare.

Example and Explanation:

- Example: A resident navigates a case where they must balance the need for patient confidentiality with the potential benefits of family involvement in a patient's care plan, consulting with their supervising physician and following legal guidelines.
- Explanation: This scenario demonstrates the resident's understanding of the delicate balance between maintaining patient confidentiality and involving family members when it's beneficial to the patient's wellbeing, highlighting the resident's commitment to ethical practice.

Solutions and Recommendations:

- **Ethical Dilemma Discussions**
 - Solution: Incorporate regular case-based discussions on ethical dilemmas into the training program, facilitating critical thinking and ethical reasoning among residents.
 - Recommendation: Use multidisciplinary forums to broaden perspectives and deepen understanding of ethical issues in patient care.
- **Mentorship Programs**
 - Solution: Pair residents with experienced surgeons who can provide guidance and support in navigating ethical challenges in clinical practice.
 - Recommendation: Facilitate regular mentor-mentee meetings to discuss ethical issues and personal development.
- **Ethics Training Modules**
 - Solution: Create comprehensive ethics training modules that cover topics such as informed consent and resource allocation.
 - Recommendation: Ensure modules are interactive and include practical exercises that allow residents to apply ethical principles in clinical scenarios.
- **Confidentiality Training**
 - Solution: Offer in-depth training sessions on patient confidentiality, including understanding HIPAA regulations and institutional policies.
 - Recommendation: Conduct role-playing exercises that simulate situations requiring confidentiality decisions to enhance residents' skills in real-world applications.

QUESTION 2

The resident effectively communicates with patients and with people who are important to those patients (Shows Compassion/Empathy, Demonstrates Communication and Listening skills, Shows Respect for Patient needs)

Shows Compassion/Empathy (ie. Collaborates with patient, enhances the relationship)

Demonstrates Communication and Listening skills (ie. Attentive, shows patience, respect patient autonomy and empower them to make informed decisions, manages communication challenges with patients and families)

Shows Respect for Patient needs (ie. Respects patients' viewpoints and considers his/her opinions when determining healthcare decisions, regards the patient as a unique individual, treats the patient in the context of his/her family and social environment, takes time to educate the patient and their family).

RESOURCES

1. Rosinski P, Thienpont E. Unfolding the Remarkable Orthopedic Surgeon. How to unleash the quest for excellence and the sense of caring. *Acta Orthop Belg.* 2015 Dec;81(4):600-8. PMID: 26790780. http://actaorthopaedica.be/assets/2343/07-Rosinski_et_al.pdf
2. Bonvicini KA, Burney DW. Communication Skills for Surgeons. In: Stahel PF. eds. *Surgical Patient Safety: A Case-Based Approach*. McGraw Hill; 2017. Accessed October 04, 2023. <https://accesssurgery.mhmedical.com/content.aspx?bookid=2179§ionid=164018986>
3. O'Reilly OC, Shamrock AG, Rosenbaum M, Clark CR, Patterson BM. Physician-Patient Communication in the Orthopedic Clinic: Surgeon-Identified Challenges. *Iowa Orthop J.* 2022 Jun;42(1):275-281. PMID: 35821951; PMCID: PMC9210441. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9210441/pdf/IOJ-42-01-275.pdf>
4. Levinson W, Hudak P, Tricco AC. A systematic review of surgeon-patient communication: strengths and opportunities for improvement. *Patient Educ Couns.* 2013 Oct;93(1):3-17. doi: 10.1016/j.pec.2013.03.023. Epub 2013 Jul 16. PMID: 23867446.
5. Sabharwal S, Lin C, Weistroffer JK, LaPorte DM; and the Collaborative Orthopaedic Educational Research Group. Empathy Among Orthopaedic Surgery Trainees. *JB JS Open Access.* 2021 Sep 9;6(3):e21.00041. doi: 10.2106/JBJS.OA.21.00041. PMID: 34522833; PMCID: PMC8428695. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8428695/pdf/jbjsoa-6-e0021.00041.pdf>
6. [Empathy as a silent art—A doctor's daily balancing act: A qualitative study of senior doctors' experiences of empathy](#)
von Knorring J, Lehti A, Fahlström M, Semb O (2022) Empathy as a silent art—A doctor's daily balancing act: A qualitative study of senior doctors' experiences of empathy. *PLOS ONE* 17(12): e0277474. <https://doi.org/10.1371/journal.pone.0277474>
7. Smith CB, Purcell LN, Charles A. Cultural Competence, Safety, Humility, and Dexterity in Surgery. *Curr Surg Rep.* 2022;10(1):1-7. doi: 10.1007/s40137-021-00306-5. Epub 2022 Jan 13. PMID: 35039788; PMCID: PMC8756410. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8756410/pdf/40137_2021_Article_306.pdf

8. Han JL, Pappas TN. A Review of Empathy, Its Importance, and Its Teaching in Surgical Training. J Surg Educ. 2018 Jan-Feb;75(1):88-94. doi: 10.1016/j.jsurg.2017.06.035. Epub 2017 Jul 14. PMID: 28716384. <https://pubmed.ncbi.nlm.nih.gov/28716384/>
9. Newcomb AB, Trickey AW, Porrey M, Wright J, Piscitani F, Graling P, Dort J. Talk the Talk: Implementing a Communication Curriculum for Surgical Residents. J Surg Educ. 2017 Mar-Apr;74(2):319-328. doi: 10.1016/j.jsurg.2016.09.009. Epub 2016 Nov 4. PMID: 27825662. <https://pubmed.ncbi.nlm.nih.gov/27825662/>
10. Newcomb A, Trickey AW, Lita E, Dort J. Evaluating Surgical Residents' Patient-Centered Communication Skills: Practical Alternatives to the "Apprenticeship Model". J Surg Educ. 2018 May-Jun;75(3):613-621. doi: 10.1016/j.jsurg.2017.09.011. Epub 2017 Oct 7. PMID: 28993121. <https://pubmed.ncbi.nlm.nih.gov/28993121/>

****PDF copies of some of the articles are [available in this folder](#).**

Topics to Write On:

1. Culturally Sensitive Communication

- Importance: Recognizing and respecting cultural differences is crucial in healthcare, as it directly affects patient trust and treatment adherence.
- Expansion: Discuss the impact of cultural competency on patient outcomes, share strategies for understanding and respecting cultural practices, and explore how to incorporate cultural awareness into the diagnostic and treatment process.

The surgical apprenticeship model for teaching still serves a primary role in providing residents an opportunity to observe and demonstrate both culturally sensitive and empathic communication. More objective assessment tools such as the 14-item Communication Assessment Tool (CAT) may be valuable for tracking and demonstrating change throughout the course of a resident's training (Newcomb et al 2018). Enhancing shared-decision making and encouraging questions seem to be two consistent themes in optimizing patient-centered communication.

Patient-Centered Communication Techniques

- Importance: Patient-centered communication acknowledges the patient's perspective and involves them in their care, which can lead to better health outcomes and patient satisfaction.
- Expansion: Outline methods for effective patient education, techniques for shared decision-making, and ways to tailor communication styles to individual patient needs.

Enhancing shared-decision making and encouraging questions seem to be two consistent components of optimizing patient-centered communication. Simulated patient encounters and workshops directed at observing both effective and ineffective communication techniques can be helpful for enhancing a resident's skills in this important dimension of patient care. Managing

patient expectations and clearly communicating explanations, particularly when surgery is not indicated, represent recurrent challenges in the orthopedic clinic setting. Programs should provide residents with specific feedback concerning physician-patient communication. Evidence-based strategies for addressing challenging communication in orthopedics include creating a rapport with the patient, setting the agenda, using patient-centered history taking skills to include open ended questions and reflective listening, providing clear and concise education and counseling concerning the diagnosis and treatment plans, and assessing the patient's understanding effectively (O'Reilly et al Iowa Ortho Journal).

2. Handling Difficult Conversations

- Importance: Skillfully navigating tough discussions about diagnoses and treatment options is a critical component of a physician's communication repertoire.
- Expansion: Provide guidance on delivering bad news, discussing prognosis, and handling emotional responses from patients and families with dignity and care.

Managing expectations with clear physician-patient communication is central to patient safety. Residents must continually refine their skills to include competent patient-centered communication through participation in simulated patient encounters with specific feedback provided throughout their training. Workshops/videos, etc can capture examples of effective and ineffective techniques for handling challenging patients or difficult conversations or delivering bad news.

3. Empathy and Compassion in Patient Care

- Importance: Empathy and compassion are fundamental to the patient-physician relationship, fostering trust and cooperation.
- Expansion: Examine the difference between empathy and sympathy, the role of active listening, and the impact of compassionate care on healing and recovery.

Empathy should not be confused with sympathy. Empathic communication suggests the resident demonstrates an understanding of the patient's perspective without emotion or reaction. Empathic communication improves outcomes. Surgical subspecialty residents have historically scored lower in institutional studies evaluating empathy reinforcing the importance of a methodical algorithm for training surgical residents. Empathy can be taught; examples include institutional workshops, video series, simulations aimed at demonstrating examples of both good and bad patient communication methods. Additionally, it has been demonstrated that medical students lose empathy as they transition into their clinical training. Reinforcing a program's organizational structure and culture can greatly influence the learning environment that may inadvertently contribute to this phenomenon and may represent an opportunity for a program to mitigate the impact of such forces in addition to developing focused programs and opportunities for residents to observe and practice empathic communication and interactions.

Example and Explanation:

- Example: A resident takes the time to learn a few phrases in a patient's native language and inquires about cultural preferences before proceeding with an examination.

- Explanation: This example demonstrates the resident's commitment to culturally sensitive care, showing respect for the patient's background, and making efforts to communicate effectively, thereby strengthening the therapeutic alliance.

Solutions and Recommendations:

- **Cultural Competency Workshops**

- Solution: Develop a series of interactive workshops focusing on cultural awareness, with case studies and guest speakers from diverse backgrounds. Foster a culture of diversity and inclusion; embrace a lifelong approach to developing culture competency and promote recruitment of diverse and multicultural trainees.
- Recommendation: Encourage residents to actively participate in these workshops and apply the concepts learned in their daily practice.

Culture competence is defined as “as the ability of individuals and institutions to effectively deliver health care services that meet patients’ socio-cultural and linguistic needs” (Smith et al. Curr Surg Rep 2022). Navigating cultural differences and bridging cultural gaps is crucial to becoming a remarkable surgeon (Roskinski and Thienpont Acta Orthop Belg 2015). Coaching, both individually and in confidential group settings, can be one such tool programs implement to promote development of cultural competence.

- **Communication Skill Assessments**

- Solution: Perform regular, structured assessments of communication skills using standardized patient encounters or real patient feedback.
- Recommendation: Provide personalized feedback and action plans to help residents improve their communication skills over time. Development/utilization of objective assessment tools for resident patient-centered communication can provide a program the means to follow a resident’s progress throughout their training program.

- **Patient Interaction Simulations**

- Solution: Utilize simulation labs with actors portraying patients from diverse backgrounds to give residents hands-on experience with various communication scenarios.
- Recommendation: Debrief each simulation thoroughly, focusing on what was done well and what could be improved in terms of cultural sensitivity and communication effectiveness.

Objective measurement tools may be helpful to track resident’s progress throughout their training program. Specific and directed feedback is important to promote a culture of awareness and foster residents open to growth. The orthopedic clinic can serve as an opportunity for resident learners to observe and develop the skills that lend to optimizing patient-centered communication.

- **Empathy Training**

- Solution: Integrate empathy training into the curriculum through workshops that use role-play, reflection exercises, and patient narratives to teach empathy and compassion.
- Recommendation: Reinforce the importance of empathy in patient care by recognizing and rewarding residents who consistently demonstrate these qualities. Create and foster a culture that supports empathic communication. Individual learners should be charged with becoming lifelong learners committed to more competent communication. Institutions and programs can recruit more diverse learners and promote a culture of inclusion.

QUESTION 3

The resident effectively interacts with other people working within the health system (Shows Ability to work with faculty peers, and medical students, Students' Level of Composure, Students' Identity Formation)

Shows Ability to work with faculty, peers, and medical students (ie. Shows respect, supports faculty mission to provide quality patient care, works collaboratively, can work with a team and cares for other members of the team, able to resolve conflicts effectively, adapts to change, creates effective personal interactions)

Students' Level of Composure (ie. Ability to handle difficult situations with ease, has good coping strategies and manages stress well)

Students' Identity Formation (ie. Ability to "fit in" with their role as a student learner, shows maturity in their specific role as a student physician learner and socialized to the medical environment)

Resources:

Improving your communication skills

This is terrific. A "how to" article that would be easy to have a resident read and discuss and make a plan for implementation.

I-PASS Mnemonic

Great for the resident struggling with communication regarding patient care handoffs. Article that details the mnemonic for safe handoffs.

Model for improving communication between clinicians.

Good article for the resident who has trouble communicating with nursing staff or APPs or other residents. Outlines the SBAR (Situation, Background, Assessment, Recommendation) method for discussing a patient problem. Dated (2004) and details one group's experience with implementation.

Twelve tips for the introduction of emotional intelligence in medical education

This is for development of a curriculum to teach trainees about effective communication skills. However, within the body the mention using this self-assessment online test called psychogeometrics. (<https://psychogeometrics.com/onlinetest.php>) Marketing online seems a little hokey, but it uses shapes to describe different communication styles. Orthopedic surgeons tend to be visual, so might be a good one. \$35 to take the test.

Project Implicit This resource is the Harvard Implicit Bias testing available online. Good if there are issues with bias. <https://implicit.harvard.edu/implicit/takeatest.html>

Imposter Syndrome/assuming the role of surgeon

de Montbrun S, Patel P, Mobilio MH, Moulton CA. *Am I Cut Out for This? Transitioning From Surgical Trainee to Attending.* J Surg Educ. 2018 May-Jun;75(3):606-612. Epub 2017 Oct 18. PMID: 29055743.

AOA Monograph: Medical Professionalism Best Practices: Professionalism in the Modern Era – A more readable article from the AOA (honor society, not ortho association). Includes a lot of “Best Practices” ideas that may be useful.

Professionalism in Pathology: A Case-Based Approach as a Potential Educational Tool – Some useful vignettes and responses that can be good examples to learn from.

****PDF copies of articles are [available in this folder](#).**

Topics to Write On:

1. Teamwork and Collaboration

- Importance: Teamwork in healthcare is vital for delivering high-quality patient care. Effective collaboration among surgeons, nurses, anesthesiologists, and other healthcare professionals is essential for successful patient outcomes.
- Expansion: Explore best practices for interprofessional collaboration, the importance of clear communication channels, and how residents can contribute to a positive team dynamic. Discuss the role of team debriefings and how they can enhance team performance.

2. Conflict Resolution

- Importance: Conflict is inevitable in high-stress environments like healthcare. Resolving conflicts constructively is crucial for maintaining a cohesive team and ensuring patient safety.
- Expansion: Provide strategies for early identification and resolution of conflicts, including active listening, mediation techniques, and creating a culture where differing opinions are respected and considered.

3. Professionalism in Stressful Situations

- Importance: Medical professionals frequently face stressful situations. Maintaining professionalism under pressure is key to effective patient care and personal resilience.
- Expansion: Discuss stress management techniques, the impact of stress on decision-making, and how to maintain a high standard of care even under duress. Offer insights into cognitive strategies that help maintain focus and composure.

4. Role Adaptation and Maturity

- Importance: As residents progress, they must adapt to various roles, from learner to teacher, and from team member to leader. Maturity is reflected in the ability to handle these transitions gracefully.

- Expansion: Delve into the journey of identity formation in the medical profession, the challenges of transitioning between roles, and the competencies required to navigate these changes effectively.

Example and Explanation:

- Example: During an emergency case, a resident takes the initiative to ensure all team members are updated with critical information, fostering a unified approach to patient management.
- Explanation: This example demonstrates the resident's ability to lead by example, maintaining open lines of communication and ensuring team cohesion in a high-pressure situation, which is indicative of their maturity and leadership potential.

Solutions and Recommendations:

- **Team Building Activities**
 - Solution: Facilitate regular team-building retreats that include collaborative problem-solving activities and simulations of clinical scenarios.
 - Recommendation: Encourage residents to take active roles in team-building exercises to develop leadership and cooperation skills.
- **Conflict Management Training**
 - Solution: Integrate formal training on conflict resolution within the residency curriculum, including modules on negotiation and emotional intelligence.
 - Recommendation: Utilize experienced facilitators to role-model conflict resolution strategies in real-time, allowing residents to observe and learn effective techniques.
- **Professional Development Workshops**
 - Solution: Provide workshops on maintaining professionalism in challenging situations, with a focus on personal wellness and burnout prevention.
 - Recommendation: Encourage participation in stress management programs, such as mindfulness training and resilience workshops, to equip residents with coping mechanisms.
- **Role-Playing Scenarios**
 - Solution: Develop role-playing scenarios that simulate real-world challenges residents may face, allowing them to practice adapting to different roles and responsibilities.
 - Recommendation: Use feedback from these role-plays to guide residents in reflecting on their performance and identifying areas for growth in their professional roles.

QUESTION 4

The resident is reliable (work ethic, punctuality, level of responsibility/ accountability)

Work ethic: Shows interest and available, protects patients interests, driven, conducts patient care without prompting

Punctuality: Shows to clinic, OR, conference, on time. Answers pagers/calls on time

Level of responsibility: ability for resident to answer for his/her conduct, timely completion of MR other required tasks, acknowledges their limitations, strives for excellence (to get better), show pride in their actions and thoroughness. Level of confidence that a task will be carried out.

RESOURCES

American Academy of Orthopaedic Surgeons (AAOS). Code of Ethics and Professionalism for Orthopaedic Surgeons. <https://www.aaos.org/about/bylaws-policies/ethics-and-professionalism/code/>. 2021.

Pretty good descriptor of what your responsibilities are, some on accountability.

Hicks PJ, Schumacher D, Guralnick S, Carraccio C, Burke AE. Domain of competence: Personal and professional development. *Acad Pediatr*. 2014 Mar-Apr;14(2 Suppl):S80-97.

<https://pubmed.ncbi.nlm.nih.gov/24602666/> . 2021.

<https://ca.indeed.com/career-advice/finding-a-job/what-is-accountability-in-the-workplace>

<https://www.cultureamp.com/blog/measure-workplace-accountability>

<https://hbr.org/2022/09/how-to-develop-a-strong-work-ethic>

https://www.indeed.com/career-advice/career-development/tips-to-demonstrate-work-ethic?utm_campaign=earnedsocial%3Acareerguide%3Ashareemail%3AUS&utm_content=Tips%20to%20Demonstrate%20Work%20Ethic&utm_medium=social&utm_source=direct

Remediation Resources:

<https://www.sciencedirect.com/science/article/abs/pii/S0003497519312615>

[Understanding and Remediating Lapses in Professionalism: Lessons From the Island of Last Resort.](#)

Williams BW, Williams MV.

Ann Thorac Surg. 2020 Feb;109(2):317-324. doi: 10.1016/j.athoracsur.2019.07.036. Epub 2019 Aug 31.

PMID: 31479640 Review.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7301943/>

How to Actually Encourage Employee Accountability

by Ron Carucci

<https://hbr.org/2020/11/how-to-actually-encourage-employee-accountability>

Grit:

“Grit” Angela Duckworth

<https://angeladuckworth.com/grit-book/>

University of Texas at Austin 2014 Commencement Address - Admiral William H. McRaven:

<https://www.youtube.com/watch?v=pxBQLFLei70>

Topics to Write On:

1. Developing a Strong Work Ethic

- Importance: A strong work ethic is essential for residents to meet the demanding nature of orthopaedic surgery. It involves consistent effort, proactive learning, and unwavering commitment to patient care.
- Expansion: Articles can delve into how residents can foster discipline and resilience, the role of mentorship in modeling work ethic, and the impact of a strong work ethic on clinical outcomes and personal satisfaction in one's career.

2. Importance of Punctuality

- Importance: Punctuality is a cornerstone of professionalism in medicine, reflecting respect for patients, colleagues, and the healthcare system at large.
- Expansion: Discuss the ripple effect of punctuality on surgical schedules, patient flow, and team morale. Emphasize the importance of time management skills and provide strategies for overcoming common obstacles to punctuality.

3. Accountability in Clinical Practice

- Importance: Accountability assures patients and colleagues that a resident is trustworthy and reliable. It upholds the integrity of the healthcare system and the safety of patient care.
- Expansion: Address the steps a resident can take to enhance accountability, such as transparent communication, accurate documentation, and ownership of outcomes. Explore the balance between taking responsibility and learning from errors without fear of punitive measures.

4. Striving for Excellence

- **Importance:** The pursuit of excellence in patient care is a fundamental goal of medical training and practice. It encompasses a continuous effort to improve skills and knowledge.
- **Expansion:** Provide insights into setting personal standards of excellence, cultivating a growth mindset, and embracing challenges as opportunities for learning and improvement.

Example and Explanation:

- **Example:** A resident not only arrives on time for all clinical duties but also ensures that they are well-prepared for each patient encounter by reviewing case histories and the latest research beforehand.
- **Explanation:** This example underscores the resident's commitment to professionalism and excellence. Punctuality paired with thorough preparation demonstrates respect for the patient's time and a dedication to providing the highest quality of care.

Solutions and Recommendations:

- **Time Management Courses**
 - **Solution:** Integrate time management training into the residency curriculum, teaching techniques such as prioritization, scheduling, and task batching.
 - **Recommendation:** Encourage residents to apply these techniques in their daily routines and evaluate their effectiveness periodically.
- **Feedback and Review Sessions**
 - **Solution:** Establish routine review sessions where residents can receive feedback on their performance, discuss challenges, and set goals for improvement.
 - **Recommendation:** Pair each resident with a faculty mentor who provides consistent feedback and helps develop personalized improvement plans.
- **Accountability Systems**
 - **Solution:** Create a structured system where residents are encouraged to self-report mistakes and learn from them in a non-punitive environment.
 - **Recommendation:** Promote a culture where constructive feedback is valued, and residents feel supported in taking responsibility for their actions.
- **Excellence Recognition Programs**
 - **Solution:** Develop a recognition program that celebrates residents who exemplify outstanding work ethic, punctuality, and dedication to patient care.
 - **Recommendation:** Use these recognitions as teaching moments to highlight the behaviors and attitudes that contribute to a resident's success and the program's reputation for excellence.

QUESTION 5

The resident is committed to autonomous maintenance and continuous improvement of competence in self, others, systems (Students' Ability to self-assess, Students' Receptiveness to critique)

Students' Ability to self-assess (ie. resident recognizes their limits, ability to self-reflect and hold themselves accountable, commits to lifelong learning, identifies strengths, deficiencies, and limits in one's knowledge and expertise. personal responsibility to maintain emotional physical, and mental health)

Students' Receptiveness to critique (ie. resident responds to feedback by accepting criticism, looks at self objectively, and changes their actions)

RESOURCES

<https://hbr.org/2019/06/how-to-move-from-self-awareness-to-self-improvement>

<https://hbr.org/2015/03/research-were-not-very-self-aware-especially-at-work>

<https://hbr.org/2018/10/working-with-people-who-arent-self-aware>

<https://www.mindtools.com/awe5sru/developing-self-awareness>

<https://www.trackinghappiness.com/can-self-awareness-be-taught/>

<https://www.verywellmind.com/what-is-self-awareness-2795023#:~:text=Being%20self%20aware%20is%20all,the%20things%20that%20you%20do.>

Topics to Write On:

1. Self-Assessment and Self-Reflection

- Importance: Self-assessment and self-reflection are foundational in medical education and practice. They enable residents to identify areas of strength and areas needing improvement. This continual process supports growth and helps residents become competent, independent practitioners. The concept of lifelong learning beyond residency is key to orthopedic practice.
- Expansion: Articles and discussions could explore methods for effective self-assessment, such as keeping reflective journals or using digital portfolios to track progress. Case studies illustrating successful self-assessment leading to improved patient outcomes could be valuable. Understanding how to learn and reflect beyond the training environment.

2. Receptiveness to Feedback

- **Importance:** Feedback is a powerful tool for development in medical training. Being receptive to feedback allows residents to benefit from the knowledge and experience of mentors and colleagues, which is essential for honing clinical skills. Feedback is also personal and can often lead to the receiver of feedback not focusing on the content.
- **Expansion:** Workshops on giving and receiving feedback effectively, including role-play exercises and peer-feedback sessions, can be introduced. Additionally, incorporating 360-degree feedback from a range of healthcare professionals can provide comprehensive insights for personal and professional development.

3. Lifelong Learning in Medicine

- **Importance:** Medicine, particularly orthopaedics, is a rapidly evolving field. Commitment to lifelong learning ensures that practitioners remain current with the latest techniques, technologies, and evidence-based practices. Similar concepts as to the first point.
- **Expansion:** Profiles of lifelong learners in orthopaedics and how their commitment to education has impacted their practice can be inspiring. Creating a platform for sharing learning experiences and resources among residents could foster a community of learning.

4. Emotional, Physical, and Mental Health

- **Importance:** The demanding nature of medical residency can impact personal wellbeing. Addressing emotional, physical, and mental health is crucial for maintaining the ability to provide high-quality patient care.
- **Expansion:** Highlighting successful wellness initiatives and providing practical tips for work-life balance can be beneficial. Strategies for recognizing and addressing burnout, stress management techniques, and promoting a culture of support within the residency program are also key topics.

Example and Explanation:

- **Example:** A resident receives feedback regarding their patient communication skills. They take time to self-reflect on their interactions and enroll in a communication workshop. Post-workshop, they apply new strategies in clinical encounters and receive positive feedback from patients and peers.
- **Explanation:** This example illustrates the resident's proactive approach to self-improvement. By recognizing the gap in their skills and seeking out resources to improve, the resident demonstrates a commitment to professional development and patient care excellence.

Solutions and Recommendations:

- **Self-Assessment Tools**
 - **Solutions:** Introduce regular self-assessment checkpoints using validated assessment tools. Encourage the use of video recordings of clinical encounters for self-review.
 - **Recommendations:** Pair residents with a faculty mentor to guide them through the self-assessment process and to help set achievable goals.
- **Constructive Feedback Mechanisms**

- Solutions: Establish a structured feedback system that is timely, specific, and based on observable behaviors. Train faculty on effective feedback delivery methods. Train residents on appropriate ways to receive feedback and how to regularly seek out feedback from various sources.
- Recommendations: Create an open-door policy for residents to seek feedback outside of formal evaluations, fostering a culture of open communication. Remove barriers to honest/formative feedback and focus on core competencies rather than subjective anecdotes.
- **Lifelong Learning Opportunities**
 - Solutions: Create an in-house library of resources, subscribe to relevant journals, and provide access to online learning platforms. Encourage residents to present at grand rounds to share knowledge.
 - Recommendations: Offer incentives for residents who engage in external educational activities such as conferences or additional certifications.
- **Wellness Programs**
 - Solutions: Develop comprehensive wellness programs that include fitness classes, mental health counseling, and nutrition advice. Encourage regular health check-ups and mindfulness practices.
 - Recommendations: Appoint a wellness officer within the residency program to oversee these initiatives and to ensure resources are accessible to all residents.