



Preparing for a Competence by Design (CBD) Residency

It's About Mindset!



Author Name

Date





Contributors

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Objectives

By the end of this session you will:

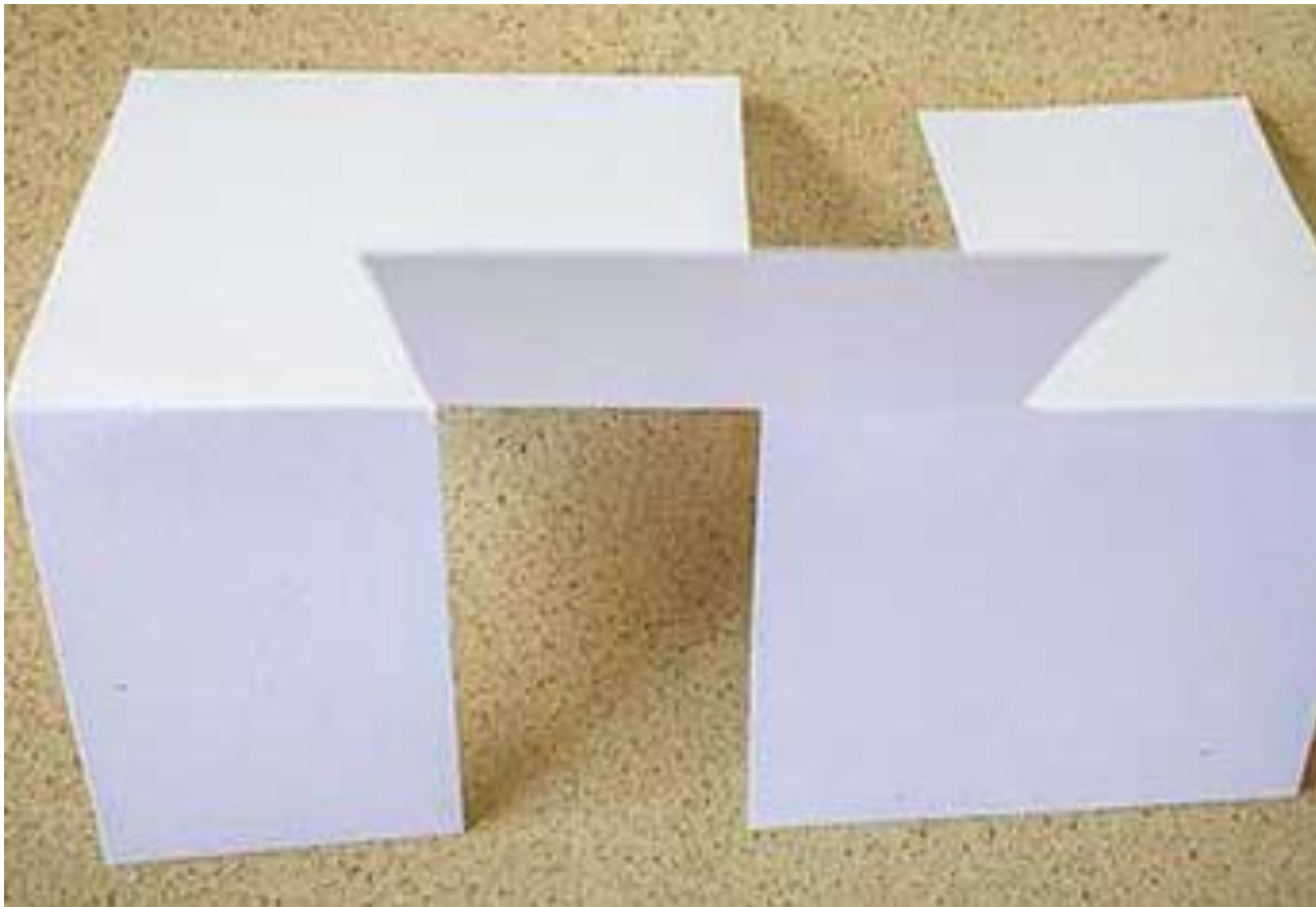
1. Understand the link between mindset and learning
2. Explore how mindset can affect success in a CBD residency training program
3. Reflect on your personal mindset and how it might affect your own learning in a CBD training program
4. Generate some strategies to promote growth mindset in junior learners





MINDSET Quiz





STRUCTURE ACTIVITY





Activity Quotes





Structure Activity - Debrief

- Who was able to re-create the structure?
 - How long did it take?
 - How many attempts did it take?
- How did it feel when someone else was able to make it (and you hadn't yet)?
- Were you aware of how others were progressing through the task?
 - Did you look at what others were doing? Why?
 - How did it make you feel?
 - Did you learn anything from what others were doing?





Structure Activity - Debrief

How could the structure “struggling” activity be a metaphor for the path towards learning during residency?

Feel free to draw on the quotes from your fellow participants, to discuss the links you see between learning how to build the structure and succeeding or struggling in CBD residency training program.



Success is an iceberg!

Success!

What people see

What people DON'T see

Persistence

Failure

Sacrifice

Dedication

Hard work

Good habits





Demonstration of How to BUILD STRUCTURE

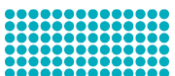
- [Link to video demonstration](#)





GROWTH Mindset

- A self-perception or “self-theory” that people hold about themselves
- **Growth Mindset:** idea that intelligence can be developed through hard work and perseverance
- **Fixed Mindset:** idea that intelligence is innate, something individuals are born with and cannot be altered over time
- Mindsets can have a profound effect on learning environment, skill acquisition and success





GROWTH Mindset

- Growth Mindset Introduction: What it is, How it Works, and Why it Matters





Growth Mindset and COACHING During Residency

- “Coachability”: an individual’s receptiveness and ability to implement feedback leading to growth and performance enhancement
- Growth mindset = Foundation of Coachability



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We are advocating for cultural shifts in our hospitals, so that setbacks and mistakes are handled as a learning opportunity, and as part of the process of becoming a competent and trustworthy clinician. This could ultimately lead to greater patient safety.

It's hard having responsibility for patient welfare and dealing with the fact that everyone's going to make mistakes, ...If you're lucky, someone else is going to catch the mistake or it won't make much difference to the patient's experience. But if you're unlucky, someone's going to get hurt.

A good doctor learns from mistakes. It's not that a good doctor never makes mistakes.

By the time a student arrives in medical school, they have likely spent years as the best student in the class. Family, friends and teachers have praised them repeatedly for being smart, intelligent, and gifted. This type of praise encourages a fixed mindset, with the student believing that people either "have it" or they don't, and their prior experience has told them that they do have it. Being smart and top of the class has become a core part of their identity and self-esteem

Part of the challenge [for many students] is trying to recalibrate, that their identity is about being in the program at all and becoming good doctors. That learning isn't just about tests; it's also about, "Will I be able to do right by my patients?"





Category	Score
Strong Growth Mindset	61-80
Growth Mindset with some Fixed Ideas	41-60
Fixed Mindset with some Growth Ideas	21-49
Strong Fixed Mindset	0-20

MINDSET Quiz Revisited





Objectives REVISTED

In the session we:

1. Demonstrated the link between mindset and learning
2. Explored how mindset can affect success in a CBD residency training program
3. Provided the opportunity for reflection on how your personal mindset and how it might affect your learning in a CBD training program
4. Reviewed strategies to promote growth mindset in junior learners





#TipsForNewDocs

 **Medical Axioms**
@medicalaxioms Follow

I remember hating making mistakes and being wrong early in my training because I had no practice at it. I was a smarty with good grades and nice letters of reference. I had rarely failed

 **Medical Axioms**
@medicalaxioms Follow

Leaning to fail, goof up, not know, misapply; missing a trick or trap are all skills. Skills that have to be learned with practice. We learn to fail well by practicing. Not by PowerPoint.

Learn to sail by sailing.
Learn to fail by failing.

8:05 PM - 29 Jun 2019

4 Retweets 17 Likes 

1 4 17

 **Emily Fridenmaker**
@emily_fri Follow

Learning to fail is such an important part of residency.

“I don’t know, but I’ll find out” is ok.

“I didn’t know, but I do now” is ok.

It can sting a little in the beginning, but you get better at it and eventually you use it to your advantage.

Failure = learning.

Medical Axioms @medicalaxioms
Leaning to fail, goof up, not know, misapply; missing a trick or trap are all skills. Skills that have to be learned with practice. We learn to fail well by practicing. Not by PowerPoint....
[Show this thread](#)

12:13 PM - 30 Jun 2019

2 Retweets 22 Likes 

2 2 22



Questions, comments & FEEDBACK



“Change can be tough, but I’ve never heard anybody say it wasn’t worth it.”

- Carol Dweck, Mindset



Thank You

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