

## Setting Up Clinical Rotations in Developing Programs

### ----- Issues in Early Career Supervision

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## Setting Up an Effective Clinical Supervision Program: Points to Consider

- For new programs, beware structures that do not allow trainees to learn experientially, put them mainly in observational roles.
  - Would we allow a surgeon to operate after only ever observing cases?
- In room (direct) supervision vs. indirect?
- Several case supervisors vs. 1 main supervisor?
- Full time rotation vs. longer, part time?
- Must make time for ongoing (formative) feedback, prior to summative
- All students need reassurance (positive feedback), even if doing well.

## Setting Up an Effective Clinical Supervision Program: Points to Consider

- Typically, beginning students start by observing
- Take on discrete tasks within a counselling session, eg pedigree drawing, explaining amniocentesis, and then “give back” session to main supervisor
- Steady acquisition of roles eventually leads to student running session with supervisor observing, in room
- Out-of-room supervision can be considered once supervisors is comfortable in student skills and awareness of when s/he needs help

## Challenges in Clinical Supervision

- We will review common questions/issues that arise during the first year or two of supervision.
- Participants: reflect on a supervision issue you have struggled with. Write it down and pass to facilitator.

1. Am I expecting too much?

2. Why is my feedback not being acted upon?

- Getting used to resistance to feedback
- Feedback may tend to guide students toward counselling style of supervisor
- Must find a way to allow student to use “self” and own personality to develop unique counselling style

- 3. First year student runs into difficulty on rotation, “shuts down” and cannot function at all.
  - First experience with “failure,” not being academically perfect.
  - Emotional reaction prevents resilient adjustment to situation.
  - Recognition of what is happening and normalization help.

## Challenges in Clinical Supervision

- 4. Some students assume they won’t learn as much from new supervisors as from experienced ones
  - Not true!
  - Ask student to reflect on how they learn. Where does learning occur? Is it from didactic teaching from supervisors? Or from being given the freedom to try and to make mistakes in a safe environment? Effective supervision has as much to do with style and supervisor confidence as experience.

## Challenges in Clinical Supervision

### 5. Students are all so different!

- Supervisors are, too!

Remember that students must adjust style to every setting and supervisor

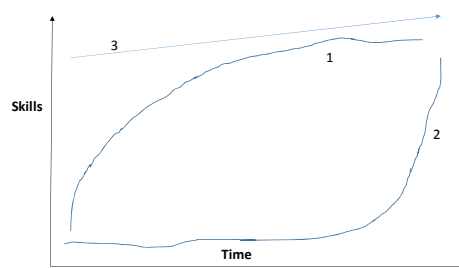
- Learning style vs supervision style

Student wants to see an example of counselling a particular indication before doing a case (lower level student); supervisor wants to “throw them in.”

Reflects insecurity of student.

## Challenges in Clinical Supervision

### • 5. Students are all so different! - Skills acquisition



## Challenges in Clinical Supervision

### 6. The Obligation to “Make the Call”

- Supervisor observes puzzling student behavior, or underperformance
- Tendency to give benefit of the doubt; let it go until it can be “diagnosed”
- This allows the behavior to continue unaddressed
- Does not allow student the opportunity to explain/address it, often until late in training
- Does not permit program to allow for due process; may get stuck with inadequate performance very late in training. Then can you hold them back?

## Challenges in Clinical Supervision

### 6. The Obligation to “Make the Call” (continued)

- Supervisors must describe their observations.
- Do not need to “diagnose” the problem.
  - Ex: Student who is slow to respond verbally to directions from MD supervisor
  - Interpretation: Student lazy or reluctant to engage
  - When brought to student’s attention, explained she was thinking hard if she could do the task; worried about making promises she could not keep. No laziness there.
  - Explained to student the “sociology” of a clinical service: Say yes first, figure out if/how to accomplish it later

## Challenges in Clinical Supervision

- Issues You Have Faced?