## SUPPORTING A STRUGGLING LEARNER

## **Time Management & Organization**



## **SIGNS & SYMPTOMS**



- Disorganized
  - Appearance (unkempt)
  - Presentations & notes (e.g., omits past medical history, family history, medications; presents sections out of order)
  - Thought process (e.g., disordered communication of patient assessment and plan)
- Arrives earlier/departs later than peers to try to get caught up; indicators might include:
  - Time clocks & when badge used to enter/exit
  - Time when orders written on patient

\*\*Note: While working additional hours may indicate a strong work ethic, struggling learners must use the extra time to finish tasks that typically would have been completed during normal work hours.\*\*

- Shuffling through documents when presenting/on rounds
- Numerous incomplete tasks
- Keeps patient waiting & running behind in clinic
- Spend patient care dedicated time working to get caught up on prior work

## **APPROACH to REMEDIATION**

Learner meets with success/remediation team – review plan, goals for success, and establish how learner will be reassessed.

Review expectations with learner (e.g., what should be accomplished in timeframe).





Gain learner's perspective and concerns.

Educate learner on a data organization system.





Prioritize tasks with learner.

Identify time for each task.



Model behaviors and have learner use the model - pre-rounding/chart review, etc.

Learner maintains weekly activity time log.





Learner observes/discusses time management and organization with peers and residents.

Provide feedback to learner.







May lighten patient load for learner and then gradually increase.

Limit and manage stress.



Guerrasio, J. (2018). *Remediation of the struggling medical learner* (2e). Association for Hospital Medical Education.