

Perception-based Reflective Learning

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Tell the resident to think of someone he or she respects as a physician. List 5-10 positive perceptions that you have of that individual.

Examples

Intelligent
Capable
Circumspect
Thoughtful
Caring

Kind
Generous
Patient
Interested
this list could go on and on...

Ask : Is it reasonable that you would want others to think these same things about you as a physician?

Considering a recent interaction (the situation under question), have the resident list 5-10 perceptions that would reasonably be held by a supervisor.

(At this point, you, as faculty, adjust the list above to reflect the actual perceptions you had, or which were relayed to you. It may be useful for you to lead the resident, so that he/she can come up with the perceptions that you feel were important.)

Discuss that these are the impressions that people had of the interaction, and you are sure that (lazy, stupid, slow, lying, brain damaged, whatever) are not the real resident or how s/he wishes to be perceived. The beauty of this technique is that you can't argue with someone else's opinion or assessment of an interaction; it is a fact. The resident may not be ignorant but certainly appeared ignorant in this interaction.

Ask the resident to reflect on the behaviors which have caused the impression.

Now that you have shown the resident where they would like to be, and shown them where they are (as a result of a recent or ongoing situation), ask them to reflect on how they might work to move the perceptions from (B) to (A).