

# Stretching The Able Learner

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- How can we best identify the able learner?
- How can we stretch those able learners so that they develop their potential even further?

# Feedback from the Plenary

- **How can we best identify the able learner?**
- Ones who seem curious and enthusiastic
- At ESRs
- Self-motivated, organised, generates solutions
- Progressing well, passed AKT before ST3
- Team player, good MSF
- Only need to tell them things once
- Manages workload as it is increased

# Feedback from the Plenary

**How can we stretch those able learners so that they develop their potential even further?**

- Link to the practice's development needs eg projects, developing a new service
- Right level of challenge, supportive environment and reward system
- Flag up opportunities outside the practice eg LMC, education certificate
- Share qualified clinician's work eg holiday post

# Feedback from the Plenary

**How can we stretch those able learners so that they develop their potential even further? Continued**

- Teach/debrief other learners
- Managerial roles
- Responsible for QoF section
- Debrief their trainer/partner
- Leadership courses
- OOPE
- Attend business meetings
- Stress importance work/life balance early on

# Summary Of Survey in East Midlands

Nigel Scarborough, Deputy GP Dean

Research project looking at helping able trainees fulfil their potential – educator interviews

- More complex patients
- Increase workload
- Work more with others, perhaps on special projects
- Involve them in teaching
- Debrief the trainer(s)

# Summary Of Survey in East Midlands Continued

- Discuss future plans
- Encourage them to get involved in registrar forums, leadership and management roles

# Summary Of Survey in East Midlands Continued

## Enablers

- Time, accessible resources, rewards and incentives

## Barriers

- Time, collusion re status quo, time taken up by strugglers, lack flexibility and encouragement 'from above'



# More Work From East Midlands

Online questionnaire to all ST3 trainees who had passed AKT/CSA on first occasion by Easter, 66/104 replies as to their experience

- 6.3 on 9 point scale had felt stretched
- More complex patients
- More challenge in debriefs
- Seeing more patients
- More reading/qualifications

# More Work From East Midlands

Would have liked

- More specialist clinics
- More management
- More experience of teaching

Barriers

- Timetable, HDR, study leave rules, daily workload