Diagnosing Your Learner

Learner Competency Areas

Medical Knowledge $\rightarrow$ What You Know
Patient Care $\rightarrow$ What You Do
Practice-Based Learning & Improvement $\rightarrow$ How You Get Better
Interpersonal & Communication Skills $\rightarrow$ How You Interact with Others
Ethics & Professionalism $\rightarrow$ How You Act
Systems-Based Practice $\rightarrow$ How You Work Within the System

Definition of Competence:
The ability to independently do something successfully and efficiently

Frameworks for Advancing Learner Competency

- **Does**
  - No errors observed or occasional errors with correction by trainee

- **Shows how**
  - Occasional errors, corrected by trainee

- **Knows how**
  - Frequent errors, may or may not be corrected by trainee

- **Knows**
  - Trainee unable to proceed without step-by-step instruction

- **Educator**
  - Self-directed learning; Good response to feedback; Critical reading skills; Teaching skills

- **Manager**
  - Manage individual patients; Manage a medical team; Create diagnostic plans; Create therapeutic plans; Adept at basic procedures (IVs, etc.); Incorporating patient values into a plan

- **Interpreter**
  - Problem prioritization; Differential diagnosis; Interpreting data (Hx, PE, Labs); Accurate patient assessment

- **Reporter**
  - Interviewing skills; Physical examination skills; Written documentation; Oral case presentations
Strategies for Advancing Learner Competence

Lev Vgotsky’s Zone of Proximal Development (ZPD) is the zone in which a learner cannot successfully complete a task without some encouragement, guidance and collaboration from someone more knowledgeable or experienced. Vygotsky believed that this zone is where learners learn best.

Tips for Advancing Learner Competence

- Start with understanding where the learner is at and communicating what they need to practice to improve.
- Establish a time to re-evaluate learner’s level on the continuum in competency areas they are working on developing.
- Consider how you can provide appropriate helps to advance your learner (modeling v. coaching).
- Utilize the provided framework to gain a universal understanding of your learner’s path.
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<th>Learner Competency Areas</th>
<th>Miller’s Pyramid / RIME Model</th>
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<tr>
<td></td>
<td>Knows/ Reporter</td>
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<tr>
<td>Medical knowledge</td>
<td>Provide facts and answer basic questions; Recognizes normal v abnormal</td>
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<tr>
<td>Patient care</td>
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<td>Systems-based practice</td>
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