

Tips for Creating a Positive Learning Experience

When considering how to create a positive learning experience for both preceptors and learners, it is important to define the learning environment prior.

Clinical learning environment (CLE) includes:

- Learner perceptions and experiences (psychology and education)
- Social relations and physical spaces where learning occurs (sociology and education)
- Organizational culture that impact learning (sociology and anthropology)

Within each component of the CLE the following must occur:

- Ability to determine where the learner is at across competencies and use of that knowledge in teaching and motivating them
- A relationship or culture that promotes and values feedback
- Psychological safety (tends to come with the prior two!)

Tips for fostering a Positive Learning Experience:

1. Offer opportunities for learners to speak with you. Avoid the 'fly by' technique.
2. Avoid interrupting learners when you think you know what they're saying.
3. Get to know learners outside of the clinical setting.
4. Emphasize differences in each case.
5. Introduce them to your patients and the team.
6. Include students, avoid them becoming a shadow.
7. Never complain about other students or team members .
8. Include them in team interactions.
9. Respond to learner's questions, opinions, or recommendations without contempt.
10. Capitalize on expertise! Both of your opinions are valuable.