

Clinical Supervision of Residents

Gradually increasing a resident's authority and independence, along with appropriate supervision and feedback, allows a resident to transition from a novice learner to a proficient physician. On the other hand, excessive supervision without progressive independence may hamper a resident's progression from learner to competent physician.

A supervisory relationship entails:

- Recognizing and dealing with uncertainty
- Ensuring that residents know when to involve their attending
- Reassuring residents that there are no negative consequences for seeking help
- Availability of the attending
- Planning regular communication times
- Defining roles/expectations
 - Set expectations with residents for when you should be notified about patient conditions. Outline specific status changes that would mandate that you be contacted.

Residents and faculty agree, good supervisors...

- Link theoretical concepts to actual practice
- Provide personal supervision and guidance on clinical tasks
- Encourage early engagement in discussion on diagnosis and treatment
- Provide opportunities for joint problem solving
- Provide reassurance to learners