



## T5. GUIDED OBSERVATION AND ROLE MODELLING REFLECTION ASSIGNMENT

Created for the *CanMEDS Teaching and Assessment Tools Guide* by S Glover Takahashi.  
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*See Professional Role teacher tips appendix for this teaching tool*

### Instructions for Learners:

Role modelling can be a powerful influence on learners and particularly when it comes to the development of professional behaviours. This exercise is designed to help you reflect on positive role modelling behaviour vs negative role modelling behaviour. This exercise should help you differentiate between the types of behaviours you encounter and encourage you to assume the positive behaviours.

REPORT Prepared by: \_\_\_\_\_

1. Consider specific role model that you have worked with in the last year. Write a very brief description about this experience, but do not include any names or identifying information. This exercise is designed for your learning and it should not detract from a positive learning climate

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2. Describe the setting where you were: **Workplace**

- Patients present
- Patients not present
- Ward
- Clinic
- OR
- ER
- Other: \_\_\_\_\_



## T5. GUIDED OBSERVATION AND ROLE MODELLING REFLECTION ASSIGNMENT (continued)

### OBSERVATION ON ROLE MODEL

POSITIVE ROLE MODELS POSITIVE CHARACTERISTICS <sup>a</sup>	NEGATIVE ROLE MODELS NEGATIVE CHARACTERISTICS
<b>A. Clinical competency</b>	
<ul style="list-style-type: none"> <li>• Excellent knowledge and skill</li> </ul>	<ul style="list-style-type: none"> <li>• Deficient knowledge and skill</li> </ul>
<ul style="list-style-type: none"> <li>• Effective communication</li> </ul>	<ul style="list-style-type: none"> <li>• Ineffective communication</li> </ul>
<ul style="list-style-type: none"> <li>• Sound clinical reasoning</li> </ul>	<ul style="list-style-type: none"> <li>• Poor clinical reasoning</li> </ul>
<b>B. Teaching skills</b>	
<ul style="list-style-type: none"> <li>• Aware of role</li> </ul>	<ul style="list-style-type: none"> <li>• Unaware of role</li> </ul>
<ul style="list-style-type: none"> <li>• Explicit about what is modelled</li> </ul>	<ul style="list-style-type: none"> <li>• Not explicit about what is modelled</li> </ul>
<ul style="list-style-type: none"> <li>• Makes time for teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Does not make time for teaching</li> </ul>
<ul style="list-style-type: none"> <li>• Shows respect for student needs</li> </ul>	<ul style="list-style-type: none"> <li>• Does not show respect for student needs</li> </ul>
<ul style="list-style-type: none"> <li>• Provides timely feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Does not provide timely feedback</li> </ul>
<ul style="list-style-type: none"> <li>• Encourages reflection in students</li> </ul>	<ul style="list-style-type: none"> <li>• Does not encourage reflection in students</li> </ul>
<b>C. Personal qualities</b>	
<ul style="list-style-type: none"> <li>• Compassionate and caring</li> </ul>	<ul style="list-style-type: none"> <li>• Insensitive to patients' suffering</li> </ul>
<ul style="list-style-type: none"> <li>• Honesty and integrity</li> </ul>	<ul style="list-style-type: none"> <li>• Lapses in honesty and integrity</li> </ul>
<ul style="list-style-type: none"> <li>• Enthusiastic for the practice of medicine</li> </ul>	<ul style="list-style-type: none"> <li>• Dissatisfaction with the practice of medicine</li> </ul>
<ul style="list-style-type: none"> <li>• Effective interpersonal skills</li> </ul>	<ul style="list-style-type: none"> <li>• Ineffective interpersonal skills</li> </ul>
<ul style="list-style-type: none"> <li>• Commitment to excellence</li> </ul>	<ul style="list-style-type: none"> <li>• Acceptance of mediocre results</li> </ul>
<ul style="list-style-type: none"> <li>• Collegial</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of collegiality</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrates humour</li> </ul>	<ul style="list-style-type: none"> <li>• Humourless approach</li> </ul>
<b>TOTAL # POSITIVE BEHAVIOURS:</b>	<b>TOTAL # NEGATIVE BEHAVIOURS:</b>

Which elements of this role model were

- Done very well (i.e. little, no improvement needed)
- Met expectations (i.e. but would benefit from some improvement)
- Need improvement (i.e. need significant change in approach or considerable improvement)
- Overall: What did you learn from working with this role model?

Other comments:

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