

Reflection – The what, why, how approach (Example 2)

What do you want to reflect on?

This should contain enough information to allow you to recall the event.

I was working with a registrar who had been out of programme for research for three years. I had previously worked with them when I was a Core Trainee and they were a junior registrar. There was no outward sign of any issue but one of my miniPat ratings was a real outlier, stating that I was unsafe, not a team player, and too confident. Whilst not confirmed as being a comment made by this registrar, it was clear from discussions with other peers that the individual concerned had similar opinions of them.

Why do you want to reflect on it?

What do you hope to get out of this reflection – how will it help you?

I was surprised by the feedback.

How did you and how will you learn from this?

How will this affect your practice and make you a better doctor?

I discussed this with my educational supervisor and Training Programme Director.

I now ask colleagues for verbal feedback before anonymous feedback and if they have any concerns I use it to facilitate open discussion on how I can improve.

How have you been affected by this?

What are your overall conclusions from this episode. How do you feel about the reflection?

After reflecting about this incident, I made sure that I would always be aware of my potential to upset colleagues, even inadvertently. I have striven to be fair in ensuring exposure to training cases (perceptions of unfairness may have been an underlying reason for the negative feedback).

The incident served as a reminder to ensure competence in procedures that you undertake to minimise the risk of appearing over-confident.