

- Case 1: (The Introvert):

Paul is from your home institution and rotating in July. He does not seem interested in Emergency Medicine and does not really participate in small-group didactics, although he is meeting all of his assignment deadlines. Frankly, you are not sure why he has decided to go into Emergency Medicine, as he does not seem to like it. However, you also read his notes and are impressed by his differential diagnosis and attention to detail. You want Paul to participate in the trauma bay and notice him hanging back against the wall. When you give him formative feedback about his rotation, he becomes defensive and does not seem to be listening to you. He also becomes defensive when you bring up the final grading scheme.

- Case 2: (The Gunner):

Liza is a student rotating in July as a visiting student. She is new to the city and eager to please. She gives robust presentations and volunteers to pick up many patients. When she is not presenting, she often listens to other students and likes to give her two cents to their cases. Liza will often ask for feedback and often discusses grading with her co-students. She was actually overheard saying, "I want to work with Dr. Smith because I heard that he gives everyone honors" to a co-student. During the didactic sessions, Liza does not like to work in groups, as she prefers to stand out with individual assignments. You notice that other students do not want to work with her. When filling out her shift evaluation form, you realize that she meets all of the EM milestones, so her grade does not reflect how difficult she is to work with.

- Case 3 (The Disengaged):

Lauren is a student rotating in February. EM is a mandatory rotation at your institution. She is late to the orientation and you catch her giggling with her classmates. At one point, she is late to a shift, and when you question her she rolls her eyes. When trying to give formative feedback, you ask her to reflect on her experience during third year to draw some participation. She responds, "I was ignored on medicine and no one taught me anything". You actually find yourself to be nervous around her, as it is clear in her body language that she is not having a good experience. In addition, she seems to be bringing down the morale of the entire group; You are worried about the clerkship evaluation from this cohort of students.