



## **CORD 2017 Handout: MID YEAR EVALUATIONS**

An important opportunity to check in with residents biannually, making sure they are on track clinically, academically and personally. The focus should be making sure residents are progressing appropriately towards the next level. Below is our approach for each of our 4 years of residency:

### **PGY 1**

- Discuss:
  - Adjustment to residency life and work
  - Clinical progress after first few ED months
  - Wellness and self-care/preservation strategies
- Use the opportunity to identify and address issues early, when interns are still green enough to welcome feedback.
- Don't underestimate their ability to self-identify issues, especially at this stage; in later years increased confidence may end up being counterproductive.
- Implement a plan for any issues, with the goal to have these be a one-time only concern (psychologically easier, once it's a trend the resident may get increasingly defensive)

### **PGY 2**

- Discuss:
  - Clinical or professional deficits
  - Choice of Area of Concentration/scholarly track
  - Wellness during the hardest year of residency
- Growing confidence or lack thereof becomes more apparent and may need addressing
- Address the need for work-life balance as the novelty of residency wears off
- Academic interests that are starting to crystalize should be nurtured

### **PGY 3**

- Discuss:
  - Progression of scholarly project
  - Elective plans
  - "What are your post-residency plans and how do we get you there?"
- Issues that have been recurrent usually (hopefully) start to sink in with 4<sup>th</sup> year looming, it's good time for self-reflection
- Use the second annual meeting to reinforce individualized strategies for success and commend encouraging responses to prior negative feedback

### **PGY 4**

- Discuss:
  - Jobs and the real world
  - Polishing remaining rough edges for a smooth residency finish
- Our program director meets with this class to facilitate their post-graduation transition
- This meeting also serves as a bonus feedback opportunity for our residency