

How to be your own BS detector and stop: Downplaying your worth”- Janet Zaretsky - Empowered Women Enterprises, LLC, USA

Janet Zaretsky

Abstract

Sometimes we can be our own worst enemies, right? All the doubts, the anxious wondering whether we're doing a good enough job, always hoping no one finds out just how uncertain or insufficient we are. Hello, are we done yet! It's time to stop the BS! Learn the secrets to shedding the self-sabotaging thoughts and habits, unleash your inner powerhouse! This fun, empowering and highly interactive presentation includes (a) how to get past imposter syndrome or thinking you have to be perfect (b) the surprising culprit who's been stealing your confidence (c) and what is really taken to get paid what you're truly worth. Feedback is one of the most powerful influences on learning. A large meta-analysis concluded that feedback is more powerful than a student's prior cognitive ability. The importance of feedback provision in medical education, training and professional development has been emphasised for more than 30 years. However, historically within medicine, the recognition and acquisition of feedback by doctors has been poor.

Both positive and negative feedback can enhance the learning process. Positive feedback can increase the likelihood that students will return to or persist in an activity and self-report higher interest in an activity. Negative feedback can have a powerful effect on an individual's self-control, self-direction and self-discipline. However, if negative feedback is in excess, it can have the opposite effect and undermine an individual's subsequent performance.

The majority of feedback within the context of surgery relates to improving one's skills or its impact following the introduction of a feedback intervention tool, rather than its impact on the trainee themselves. There is paucity within the literature describing the effect that verbal feedback can have on surgical trainee's development and well-being. Research has shown that those with low existing levels of self-esteem are more likely to react poorly to negative feedback, exhibiting less

motivation on a subsequent task and believing that the feedback received is due to ability rather than effort. If this is the case for surgical trainees, it may result in poorer operative performance with potential compromise on patient safety and quality of care.

The aim of this research was to identify the narrative accounts of receiving positive and negative feedback from trainers in the operating theatre on a general surgical trainee's personal and professional development, potentially identifying areas in which improvements can be made to surgical training.

The definition of what constituted positive or negative feedback was determined by the participants. From the researchers' perspective, positive feedback was defined as information provided to the trainee in a supportive and constructive manner (which could include corrective feedback) with the aim of improving their performance and personal well-being. Furthermore, negative feedback was presumed to be information, adverse behaviour or mode of feedback provided to the trainee that was felt to be unwarranted and without regard for the individual's well-being (which could be perceived as bullying). However, using a constructivist approach, it was the participants who attributed their own meaning to these terms and shared their constructs with the interviewer. Surgical trainers are defined as any consultant who is the senior surgeon and supervisor of trainees within the operating theatre at a particular time. Typically within the UK, all trainees work in the same hospital for 12 months and rotate between different specialties within that hospital every 6 months. Trainees undertake elective and emergency work with different trainers. Therefore, interaction with a trainer can be on a frequent basis if this forms part of their elective work or less frequently, for example, during emergency surgery with a consultant from another specialty within general surgery.

Janet Zaretsky Empowered Women Enterprises, USA Email: janet@janetzaretsky.com

This work is partly presented at Global Entrepreneurship & Business Management Summit April 10-11, 2019 | Toronto, Canada