

Training is a Two-Way Partnership

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THE FUNDAMENTALS

A strong training partnership is built on:

- Trust / Confidence
- Willingness/Agreement
- Respect

• But sometimes it goes wrong.....





.....So, why?

.....And what can we do when it does?....

REASONS FOR BREAKDOWN

- Incompatibility between trainer and trainee
- The trainer
- The trainee



BUT...ALWAYS REMEMBER



*Two people can look
at exactly the same
thing and see
something totally
different*

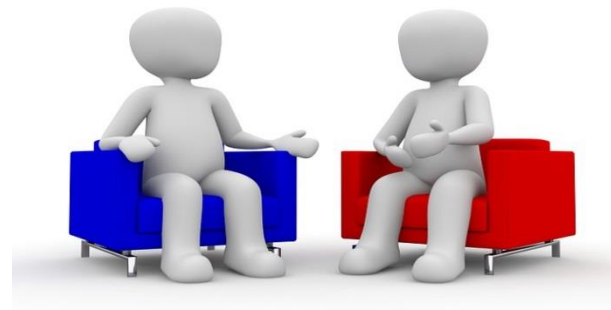
If you are struggling to communicate in a meaningful way with your trainee, consider if you are both hearing/ seeing the same thing....many relationships break down due to poor communication but few people stop to consider what the other person's perception is.

How do we retrieve the situation?



WAYS TO MAKE IT WORK

- Acceptance that there is a problem
- Willingness to work towards a solution
- Improve communication and monitor progress regularly
- Have an agreed structure and a commitment to maintain this from both parties



Some suggestions

- Meet regularly- ring-fence time to meet
- Take time- prevent distractions where possible so that the trainee feels valued.
- Make the trainee feel supported and safe- engage with them in a sensitive way
- Set clear boundaries/ limits- show yourself to be firm but fair
- Set realistic goals and expectations- engage the trainee in negotiating their goals but always make your expectations clear from the outset
- Develop self-confidence- build their confidence, don't belittle them. Make all your interactions with them positive- it is possible to have difficult conversations with a trainee but still make it a positive experience.



Some suggestions (cont'd)

- Always maintain trust- be genuine in your interactions. Don't, for example, gossip about the trainee behind their back
- Respect the trust placed in you- recognise that it may have taken a lot of strength for them to put their trust in you- don't abuse that.
- Give the trainee a voice- empower them and support them to make good suggestions
- Listen- and make sure you hear what they are saying
- Emphasise that their success is important- value them and their successes but be supportive if they have weaker times
- Encourage negotiation- trainees will be more invested if they feel part of the decision making process.



FINALLY....



Hopefully, you will soon be speaking the same language!