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Supervision: Walking Alongside AuD Students. What's Your Endgame?

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Opinions expressed in this webinar are mine alone and not reflective of UT Dallas, International Journal of Audiology nor the American Academy of Audiology.

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Learning Outcomes

As a result of this course, participants will be able to:

- Identify and list the basic concepts around Experiential Learning.
- List the traits of high emotional intelligence and leadership.
- Explain how supervision differs from preceptorship.

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HISTORY

- Formal Didactic Academic Exchanges
- Informal Academic Exchanges
- Informal Non-Academic Exchanges
- Clinical Exchanges
- Between Patient Exchanges
- Outreach Programs

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continued

How do you get to the Endgame?

- “Remember to Breathe”
- Making those fluffy scrambled eggs
- Family first
- Patient Center Care

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continued

Clinical Supervisor or Mentor or Preceptor?

- Clinical Supervisor
 - Requires face-to-face communication, direction, observation, evaluation on a daily/near daily basis
 - Complementary to other forms of supervision
 - Performance monitoring
 - Focus on Behaviors and Consequences

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continued

What is a Mentor?

- Voluntary Relationship -- typically mentee chooses mentor
- Encourager
- Offer Non-Judgmental Listening
- Help with Continued Socialization within Profession/Institution
- Undefined Outcomes
- Confidence Building
- Maintains Confidentiality

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Strategies of a Mentor

- Formal or Informal Process
- Not responsible for day-to-day activities or solving problems
- Will not evaluate progress
- Will not teach specific position-related skills/tasks
- Formal mentoring relationship may be 6 – 12 months long

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Preceptor

- Appointed not chosen
- Experienced Practitioner providing supervision during clinical practice
- Individualized to the Mentee
- Facilitates application of theory to practice
- Facilitates students applying knowledge gained in the didactic program to clinic
- Assumption of experience as practitioner

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What is an Effective Preceptor

- Clear Communicator
- Careful Analysis of the Learner
- Skill in Practice and Teaching
- Motivate the Learner

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continued

Clinical Teaching Strategies of a Preceptor

- Modeling/demonstrating
- Observation
- Case Presentation
- Direct Questioning
- Think Aloud Method
- Coaching

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continued

Clinical Supervisor or Mentor or Preceptor?

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Experiential Learning

- Apprenticeships
- Fellowships
- Clinical Experiences
 - Practicums
 - Internships/Externships
- Study Abroad

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How do you get to the Endgame?

- Leadership

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Qualities Most Admired in Leaders

by: Jennifer Hill – CFO Global Banking (Bank of America)

- (accepts) Responsible for failures
- Accountable (no blame, don't claim credit for success of team)
- Decisive

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What Makes a Successful Leader

- Lead with Honesty and Integrity
- Always seek the BIG Picture
- Ability to build relationships
- Actions speak volumes
- Hard messages are unavoidable and necessary. Then move on

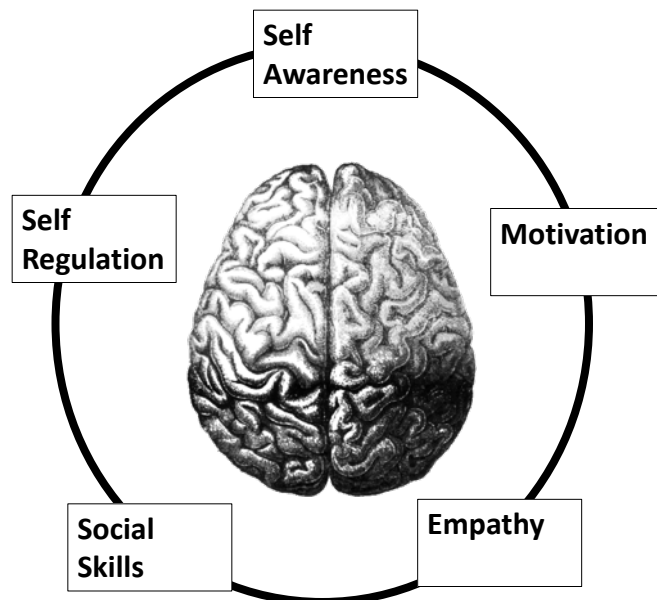
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Common ELEMENTS: the ART of Leading

- Vision
- Creativity
- Service above Self (WHAT?!?!?)
- Team/Trust Building
- Emotional intelligence

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Emotional Intelligence



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Emotional Intelligence

(Daniel Goleman)

- Capability to recognize
 - Own emotions
 - Emotions of others
 - Discern between different feelings and label appropriately
 - Use emotional information to guide thinking and behavior
 - Manage/Adjust emotions to adapt to environments/own goals

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People with high EI exhibit:

- Greater mental and physical health
- Better job performance
- Healthy self esteem
- Leadership skills
 - Non-imposing views/listens
 - Maintaining Enthusiasm (yes, AND)
 - Solution Oriented
 - Empathy

More recent studies have identified possible neural mechanisms of emotional intelligence

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Conscious Leadership

(Jim Dethmer: "The 15 Commitments of Conscious Leadership")

- Cultivate self-awareness – monitor and manage your strengths, motivations, thoughts, etc
- Check your influence – who do you spend the most time with. Are you satisfied with being the average sum of the group
- Meditate, walk, chant, etc

VERSUS

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Unconscious Leadership

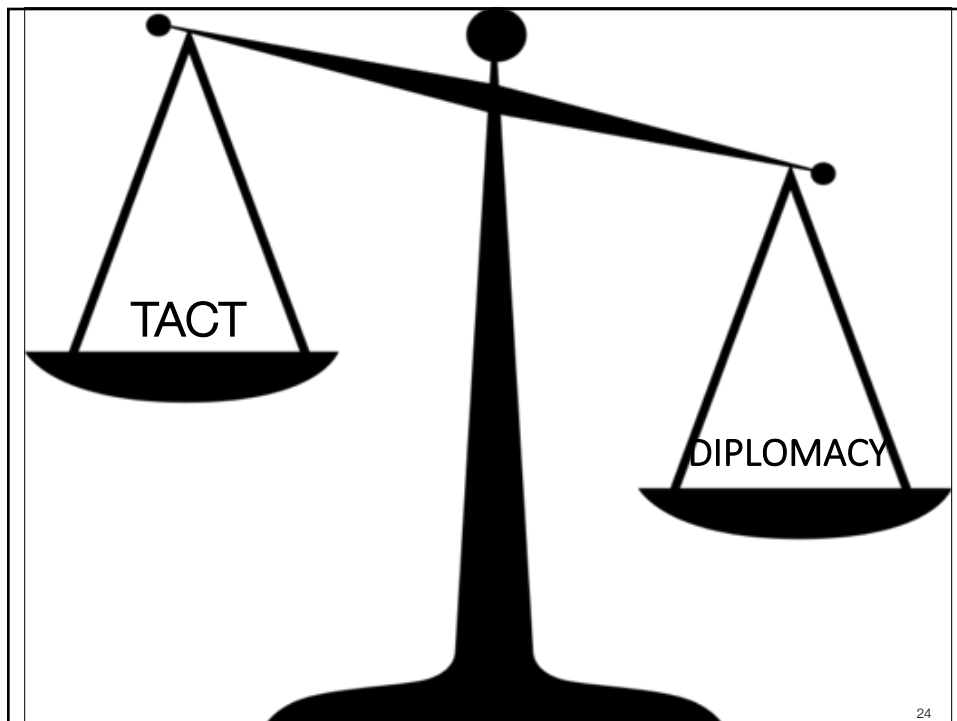
- Bullying
- Reactionary and not strategic planning
- Ego runs the show
 - Win at all costs

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Words are Powerful

- Building relationships
- Safeguard Integrity
- Save Face

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Let's get to the Endgame?

WHO'S READY?

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