

Image 1. Factors and attributes that support or distract from a successful learning environment

Presence of these factors = Supportive

Absence of these factors = Distracting

**LEARNER-CENTEREDNESS:** *Learners are the focus*

**Teaching is a Priority:**

Teaching is centered and learning opportunities are intentionally woven throughout clinical experiences

**Learning is Scaffolded:**

Learners are viewed as part of the team and are provided a psychologically safe environment

**Teaching is Differentiated:**

Teaching varies by context and learner



**Patient Care Takes Precedence:**

Teaching deprioritized amidst emergent patient care situations, when teachers do not look for teaching opportunities or have other demands

**Learning is NOT Scaffolded:**

Learners are lost in the hierarchy of medicine, organizational unpredictability, and/or hostility hinders student ownership and autonomy and therefore learning

**Teaching is NOT Differentiated:**

Teaching is not tailored to individual student needs and goals

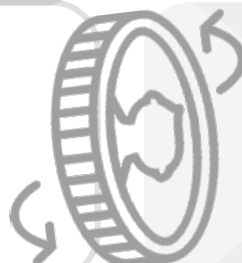
**SHARED UNDERSTANDING:** *Teachers, Learners, and Team have congruence of understanding*

**Explicit Expectations:**

Learner knows what to do to succeed

**Communication, Teamwork, Camaraderie are Priorities:**

Relationship-building and dialogue is emphasized



**Lack of Consensus On Expectations and/or Definitions:**

Ambiguous or misalignment of understanding what needs to be done, when, and where

**Lack of Communication, Teamwork, and Camaraderie :**

Dialogue not present, everyone in it for themselves

**POSITIVE LEARNER ATTRIBUTES:** *Interpersonal skills*

**Resilience and Persistence:**

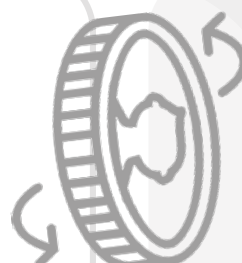
Ability to keep long term goals in mind, doesn't take feedback personally, but implements positive aspects

**Engagement:**

Shows interest and commitment to learning

**Situational Awareness:**

Learners understand the value of timing, teamwork, and cooperation and watch for opportunities to ask questions



**Inability to Receive Feedback and/or A Sense of Entitlement:**

Selfishness, toxic competition

**Lack of Engagement:**

Learners are unprepared

**Lack of Situational Awareness:**

Learners do not understand the value of timing, teamwork, and cooperation