

Milestones 2.0 Guide Sheet for Residents and Fellows

A brief perspective on what The Milestones represent and how they can facilitate progress during education and training.

CORE COMPETENCIES

Patient Care

Medical Knowledge

Practice-Based Learning and Improvement

Systems-Based Practice

Professionalism

Interpersonal and Communication Skills

How do the Milestones help residents and fellows?

- Provide a descriptive roadmap for education and training
- Increase the transparency of performance requirements
- Encourage self-assessment and self-directed learning
- Facilitate feedback to learners
- Guide personal action plans for improvement

How to Give and Receive Feedback

Give Feedback

- ✓ Do the research
- ✓ Give feedback early
- ✓ Set aside quiet, uninterrupted time
- ✓ Use techniques you have admired in role models
- ✓ Provide guidance/tips for improvement when delivering negative feedback

Receive Feedback

- ✓ Self-reflect
- ✓ Develop “active” questions
- ✓ Ask early
- ✓ Ask for examples
- ✓ Ask for time to follow up

COMPETENCY-BASED MEDICAL EDUCATION

An outcomes-based approach to the design, implementation, assessment, and evaluation of medical education programs that uses an organizing framework of competencies.

.....

RECOMMENDATIONS FOR SUCCESS

- **REVIEW** your specialty Milestones on an ongoing basis.
- **PERFORM** a self-assessment at least twice a year.
- **REVIEW** and **COMPARE** your self-assessment with the clinical competency committee rating.
- **WRITE** an ongoing individualized learning plan.
- **ACTIVELY PARTICIPATE** in your regular assessment and feedback.

Developed by: Celeste Eno, PhD, Ricardo Correa, MD, EdD, Jonathan Lim, MD, Mary Elizabeth Westerman, MD, Nancy H Stewart, DO, MS, Eric S. Holmboe, MD, Laura Edgar, EdD.