

**Individual Differences: Answer Key**

Adapted from Gaipman and Anthony (1993)

	Motivation →	
Skill ↑	<b>A</b>	<b>B</b>
	Difficult to supervise student and give feedback about poor attitude and motivation.	Very easy to supervise; difficult to find learning challenges.
	<b>C</b>	<b>D</b>
	Very difficult since this student has a pass/fail problem; should be encouraged to question suitability for profession.	Easy to supervise, especially if the student shows improvement.

Here is a more detailed explanation.

**Student A** is highly skilled but has little motivation. Additionally, it is difficult to give her feedback. She does not show initiative or appear to be motivated to learn. The supervisor may be caught in a conflict with this type of student. It is often more difficult to address interpersonal and attitudinal problems with a student who does good work. If the student's skills are good, is it fair to give feedback regarding a lack of motivation? The answer is "Yes"! As a supervisor, it is your responsibility to discuss with students their behaviour and its impact on colleagues and clients. The challenge is to find ways to help the student improve.

Learning professional practice during a field placement or clinical experience calls for integrating theoretical knowledge, interpersonal and clinical skills and professional attitudes. Bear in mind that all three are equally important. It is in everyone's interest for us to deal with interpersonal or attitudinal problems, even when the student is highly competent.

**Student B** demonstrates strong motivation and good clinical skills. The challenge in this situation is to provide constructive feedback. Don't make the mistake of thinking that students are performing so well that they do not need feedback. Another possible challenge: the student may be unable to accept criticism.

**Student C** lacks motivation and skill, and the appropriateness of the career choice should be questioned. In this situation, it is important to contact the university to discuss the student's weaknesses. Such students are at risk of failing their placement or program of studies.

**Student D** is highly motivated but has fairly poor skills. Although it is exciting to supervise highly motivated students, it is important to give strong support to help them develop the necessary professional skills. This student runs the risk of failing if he cannot improve his skills, however much he wants to. Go slowly and carefully!

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