

## Scenarios: Answer Key

### Scenario A (high skills / low motivation)

To facilitate discussion:

- ◆ The supervisor must make her observations and expectations clear to the student.
- ◆ It is important to discuss the consequences of the student's behaviour so that she understands the issue.
- ◆ If possible, the supervisor should try to discover the reasons for the student's low motivation.
- ◆ It is important to identify effective strategies (together with the student).

### Scenario B (high skills / high motivation)

To facilitate discussion:

- ◆ The supervisor needs to take control because of her own inexperience and insecurity in her new role.
- ◆ The supervisor's role is to specify expectations.
- ◆ The student needs constructive feedback even though her skills and motivation are good.
- ◆ Although the student demonstrates high skills, the supervisor should see herself as a role model.

### Scenario C (low motivation / low skills)

To facilitate discussion:

- ◆ The supervisor should be prepared to discuss the student's behaviour.
- ◆ The supervisor and the student need to work together to find a solution (working also with the university).
- ◆ It is important to maintain objectivity, e.g. refrain from judging the student's personality.

### Scenario D (high motivation / low skills)

To facilitate discussion:

- ◆ It is easier to begin the discussion by having the student self-critique.
- ◆ It is important to clearly understand the student's difficulties in order to provide specific feedback.
- ◆ Pace the student's clinical responsibilities to allow for success.
- ◆ Maintain a positive work environment by capitalizing on the student's high motivation.