

Optimal Learning Environments

Learning Environments are the social interaction, organizational cultures, structures, and physical and virtual spaces that surround and shape participants' experiences, perceptions, and learning. A positive learning environment is one that:

1. Stimulates Thinking and Learning:

- Use body language to convey genuine interest
- Exhibit enthusiasm for both the subject and learner
- Ensure the physical environment is conducive to learning.
- Display clear understanding and expertise on the topic.
- Demonstrate how to handle ambiguity and uncertainty effectively.

2. Involves the Learner:

- Focus on the learner through eye contact and active listening.
- Refrain from dominating the conversation.
- Promote engagement by asking questions to encourage active participation (warm calls).

3. Fosters Respect and Comfort:

- Use the learner's name rather than referring to them as a resident.
- Steer clear of biases related to other specialties or patient populations.
- Acknowledge and highlight positive behavior.
- Refrain from ridicule, intimidation, or interruptions.
- Avoid the "Horn and Halo" effect in evaluations.