

# Why I Love to Teach – Sometimes “Yes” & Sometimes “No”

Deb Simpson, PhD, Katie Denson, MD, Ed Duthie, MD,  
Michi Yukawa, MD, MPH, Rainier Soriano, MD,  
Mitch Heflin, MD, MHS, Sandro Pinheiro, PhD

## WORKSHOP CAST RECOGNIZED AS TEACHERS!



# WHY EXPLORE TEACHING DURING TIME OF “TRANSFORMATION”?

- Education is “Transforming”

- Mobile Technologies

- MOOCS & Big Data → Learning Analytics

- Competency Based

- NAS, Milestones, EPAs, CLER → MOC & PI



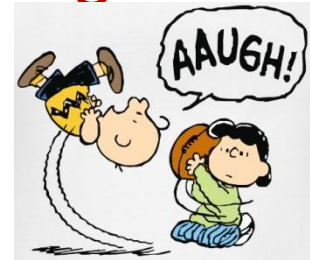
- Our Workplaces & “Expertise” is Transforming

- Health Care Systems & Delivery

- “Value-based” & Teamwork

- Sciences of Medicine

- Basic → Translational (CTSAs) + Improvement Sciences
- Patient & Population (Disease Registries)
- Metrics based performance



# OBJECTIVES – THE WHY!

1. Articulate the joys of teaching geriatrics
2. Analyze the joys (and challenges) of teaching
  - Lense Social Determination Theory (SDT)
  - 3 psych needs [competence, autonomy, relatedness]
3. Utilize SDT to generate strategies to turn a “pain” into joys
4. Celebrate our roles as teachers; recognize that DWRF participation = supported our SDT needs as geriatric educators

# ACTION PLAN

## ☑ Overview

### → Joys of Teaching – Small Group

- Overview SDT & 3  $\Psi$  Needs

- Application Exercises – Small Group

- Reframe “Joys” SDT 3  $\Psi$  Needs

- Reframe Painful Teaching Experience - to  $\uparrow$  Joy

- Debrief

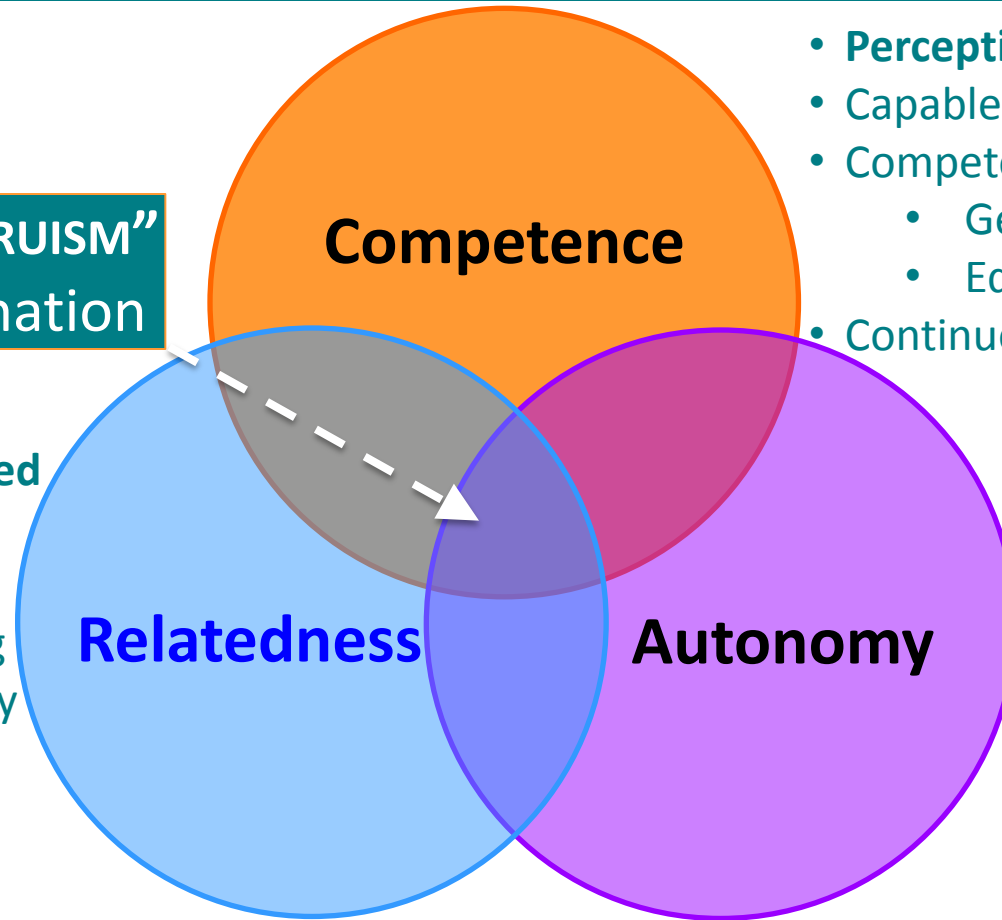
- Explanatory power of SDT?

- Consider DWR participation via SDT 3  $\Psi$  Needs

# MOTIVATION: SELF-DETERMINATION THEORY

3 BASIC PSYCHOLOGICAL NEEDS MUST BE FULFILLED TO STIMULATE & SUSTAIN  
INTRINSIC MOTIVATION<sup>6,7,8,9,10,15,16</sup> TO ACHIEVE PURPOSE

**MOTIVE: "ALTRUISM"**  
Self-Determination



- Perception - Feeling effective!
- Capable of achieving goal
- Competent as
  - Geriatrician
  - Educator/Teacher
- Continue to learn

- Desire feel connected
- Feeling valued & accepted
- Feeling of belonging to group/community
- Peers, Patients, "Dean", Students...

- Direct own behavior
- Perception of having a choice
- Opportunity for Self Direction
- Volition/Control

# REVIEW LIT: JOY TEACHER VIA SDT

[I TEACH BECAUSE... ENGAGE IN TEACHING BECAUSE]

- Feel Capable/Competence



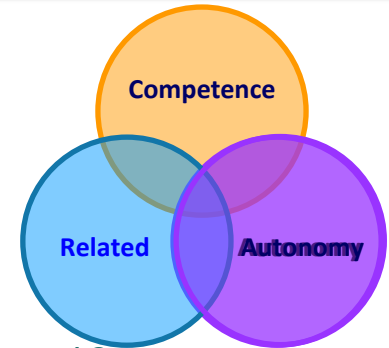
- Teaching about my own specialty<sup>1,3,18</sup>
- Opportunities for **OWN** learning<sup>2,3,4,16,17,18,19</sup>
  - I teach to be challenged in my established views<sup>1</sup>
  - Keeping up to date: Good way to clarify my level of understanding. Hard to teach something you don't really understand yourself<sup>4, 19</sup>
- Professional growth (teaching career)<sup>2,3</sup>
- Respect from patients<sup>4</sup>
- Like the challenge of teaching...as effectively as possible<sup>1,17</sup>
- Feedback on my teaching performance<sup>3,16,17,18</sup>

# LITERATURE – JOY

[I TEACH BECAUSE... ENGAGE IN TEACHING BECAUSE]

- **Self Determination - Autonomy**

- Freedom to determine what I teach // Autonomy in decision making<sup>2,3</sup>
- Set priorities for what is taught in my discipline<sup>18</sup>
- Shared responsibility for teaching & learning<sup>5</sup>



- **Relatedness-Connectedness**

- Collegiality with students<sup>4,5,16, 7, 18</sup>
- Support from colleagues/co-workers & superiors<sup>2,3,16</sup>
- Opportunity to be part of innovative program <sup>16, 17</sup>

# MR. PEABODY “JOY OF TEACHING”

What about those  
“not so much” times?



**Competent**

- **SME - Geriatrics**
- Growth - Learning
- **Teacher**
- Teach in my Area
- Feedback on Teach

**Autonomy**

- What
- How
- With Whom
- When

**Engage**

- **Relationship**
- Student
- Teacher
- **Valued**
- Peers / Chair
- SoM



# LITERATURE I DON'T TEACH...DISENGAGED

- (Dys) Competence

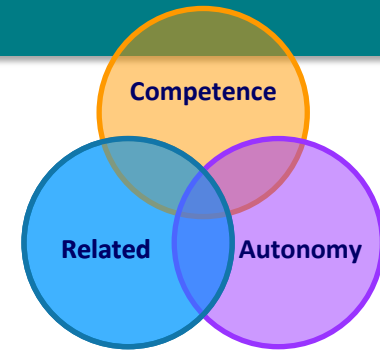
- Not my area of “expertise”<sup>17</sup>
- Not how I teach (sage on stage)<sup>17</sup>

- (Dis)Involvement

- ...no strong involvement in course design<sup>1</sup>

- **(Dis) Incentives/Rewards**

- Clinical load/efficiency/research targets<sup>1,4,17, 19</sup>
- ... institution devalues teaching<sup>1,4, 19</sup>
  - I am always surprised & disappointed by how much the universities feel we should teach & how little they are prepared to support us practically
  - Negatively impact my career <sup>17</sup>

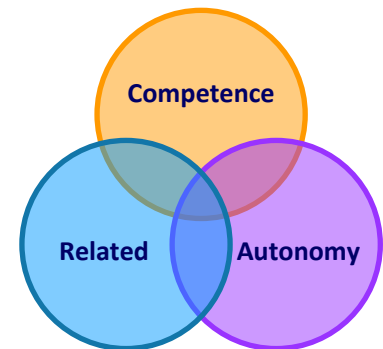


# SDT VALUE TO YOU A GERIATRIC TEACHER? EDUCATOR?

Organize?  
Explain?

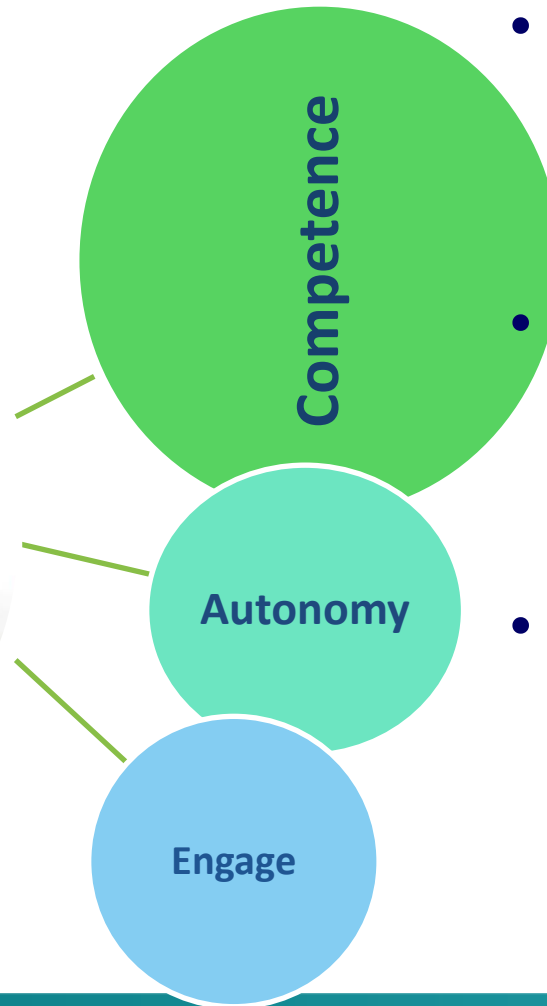


- Way to “understand” motivations to teach?
- Generate strategies to address “pain”?



# USE SDT TO ENHANCE JOY?

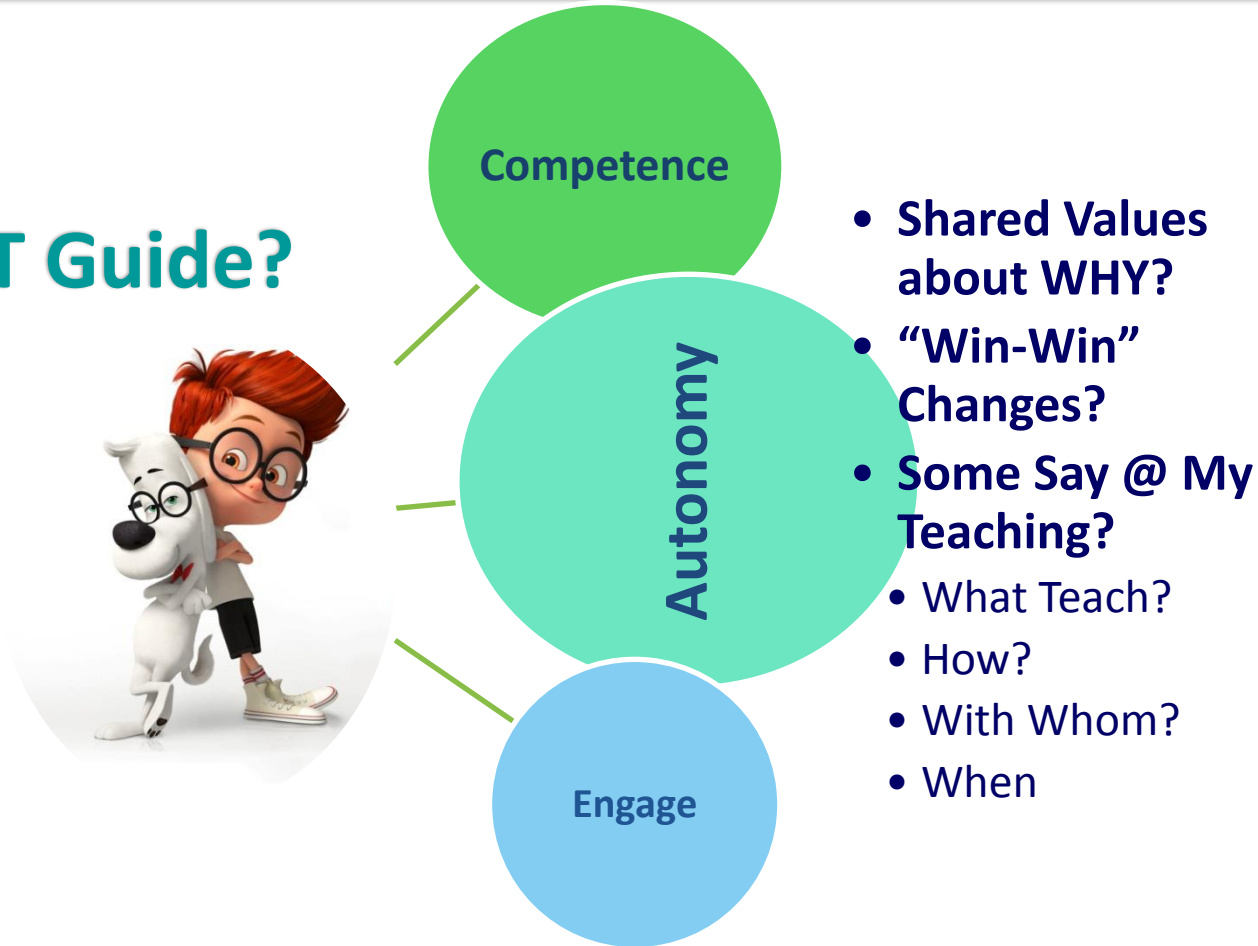
## SDT Guide?



- **What Teach:**
  - Make Visible my “Expertise”
  - Promote: My Growth as Expert
- **How Teach =** What I’m good at?
  - Positive Feedback
  - Students? Peers? Admin?
- **My Expertise as Teacher?**

# USE SDT TO ENHANCE JOY & IDENTITY?

## SDT Guide?



# USE SDT TO ENHANCE JOY & IDENTITY?

SDT Guide?



Competence

Autonomy

Engage

## •Promote Relationships

- Take Risks > “Expertise”
- LT Students?
- Colleagues as Teachers?

## •TRULY Valued?

- Protected Time
  - FD, Prepare
  - Teach
  - Peers / Chair
- Travel Profess Societies
- SOMPH – Academy?

# OBJECTIVES – JOY OF TEACHING

## TIME OF INTERNAL AND EXTERNAL TRANSFORMATION IN MEDICAL EDUCATION



1. Articulate the joys of teaching geriatrics
2. Analyze the joys (pain) of teaching
  - Lense Social Determination Theory (SDT)
  - 3 psych needs [competence, autonomy, relatedness]
3. Utilize SDT to generate strategies to turn a “pain” into joys
4. Celebrate our roles as teachers;
  - Recognize DWRF participation = supported our SDT needs as geriatric educators?



Self Determination Theory  
3 Psychological Needs

# DONALD W. REYNOLDS SUPPORTS

## 3 BASIC PSYCHOLOGICAL NEEDS STIMULATE & SUSTAIN MOTIVATION TO IMPROVE CARE FOR GERIATRIC PATIENTS THROUGH MEDICAL EDUCATION



**Celebrate & Share  
the Joy of Geriatric  
Education!**

**Competence**

**PERCEPTION - FEELING EFFECTIVE!**

- **Make Geriatric SME & Edu Expertise visible**
  - Opps to present
  - Marketplace
- **Continue to learn “safely”**

**DWR  
FOUNDATION**

**Relatedness**

**Autonomy**

**DIRECT OWN BEHAVIOR**

- **DWR Awards**
  - Pick Project
  - Protected time
- **POGOe materials available to select**

- **DESIRE FEEL CONNECTED**
- “Site visits” guidance
- DWR Annual meeting
  - **Valued**
  - **Feeling of belonging to DWR community**
- **Post Funding “invited”**
- **POGOe Award**
- **Partner with others**
  - AGS “visible”

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