

Customer Spotlight



Northumbria Healthcare NHS Foundation Trust Level 5 Medical Students

Empowering Future Doctors: How NHS Northumbria championed awareness for effective teamwork and leadership in the healthcare professionals of tomorrow

Excelling in healthcare is about more than medical knowledge, it's about understanding people. Learn how awareness equips final year medical students with valuable insights, enhancing their ability to navigate complex and demanding clinical environments, as they transition from classrooms to hospital wards.

Background

Medical professionals require a diverse set of skills to excel in their roles; they must also have a blend of communication, empathy and adaptability. This, alongside teamwork skills, enables them to thrive in the dynamic field of healthcare.

All fifth year medical students in Northumbria complete a module entitled 'Good Medical Practice' at their Local Education Provider (LEP) Hospital Trust.

The LEP is given a set of learning outcomes and designs to enable students to achieve these learning objectives and pass the module. One outcome is "Identify your own personality traits and consider how these may impact team dynamics and leadership style".

Previously, the LEP relied on psychometric tools to help students to better understand themselves and others, but last year they decided to champion a new model of personality testing. Something that could be leveraged in and out of the classroom, and make a real difference to the medical professionals of tomorrow.



Solution – Insights Discovery

The 'Good Medical Practice' lead contacted the Organisational Development team to explore the potential to co-design and deliver a session to fulfil this learning outcome.

They reviewed the options, taking into account the number of students, the venue, and which option would best deliver the learning outcome.

The accessibility of the programme, and the fact that the language of colour had gained traction across the wider organisation meant Insights Discovery was the clear winner.

Insights Discovery could easily integrate with existing programmes, and could be adapted to fit the specific 'Good Medical Practice' learning outcomes needed.

Sixty-five medical students and eighteen students of other medical professionals completed the Insights Discovery evaluator in advance of a 3½ hour bespoke session.

The Organisational Development team led the first two hours, exploring the Insights Discovery methodology. Next, the students were split into multi-disciplinary groups according to their personality type to work on a patient scenario.

Students then switched to working in mixed groups with colleagues of different personality types to complete a new task, learning how to adapt their communication style in real time while staff observed.

Finally, all students gathered for a programme debrief.

The Impact


This learning journey enabled students to gain a greater understanding of themselves, how to navigate and appreciate team dynamics, and embrace different leadership styles.

Follow up sessions ensured that those who participated in the workshop could touch base after reflecting on the insights gained during the session.

The multi-disciplinary nature of the group meant that the session was realistic to a workplace setting, enabling them to step out of the traditional classroom format and think on their feet.

It allowed students to see how they fit into the broader tapestry of the NHS, understand what each discipline can offer and the benefits of working in a team to best serve the people of Northumbria.

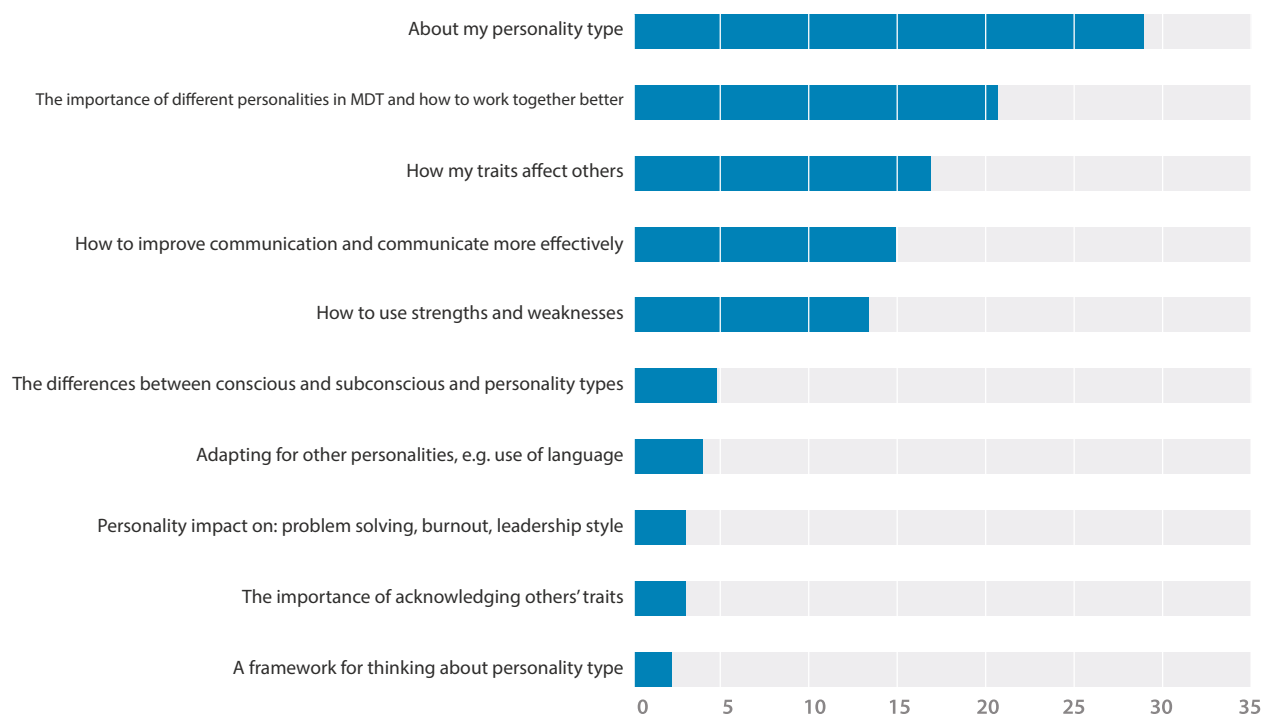
Insights Discovery sessions are ideally suited for interprofessional learners. The richness of learning from one another's profession was evident.

A large circular graphic with a dark blue center and a multi-colored border (yellow, orange, pink, green) that overlaps the bottom right of the page. Inside the circle is a quote in white text.

“ Medical students achieved their learning outcome. Students of other professions gained benefit too. ”

Good Medical Practice Lead

Student reviews were positive, with students finding the session engaging and ultimately meeting their learning objectives.



In fact, the successes of the session and the learnings enabled by Insights Discovery went beyond county of Northumbria. Inga Andrew, 'Good Medical Practice' lead, spoke about the success of the session at The International Network for Health Workforce Education and The Academy of Medical Educators conference in Wales, and the impact that unlocking awareness can have within the healthcare field.

With the Insights Discovery session bookmarked for next year's fifth year medical student cohort, it's clear the refreshed module was a success and students effectively adopted the language of colour – a skill that will serve them well as they start their professional chapters.

“ Teaching personality type to medical students, in an interprofessional environment, appears to add benefit, and may positively impact on students' ability to work as part of a multi-disciplinary team. Further work is needed to support this theory. ”

Inga Andrew, Senior Clinical Pharmacist, Northumbria Healthcare NHS Foundation Trust, Pharmacy Lecturer Practitioner (IPE Lead, GMP and ACE Co-Lead, Prescribing Lead)