

Video 1: A trainee eager to start

The supervisor (Isabelle) meets her trainee (Marissa) for the first time.

Isabelle: Marissa, as you know, I will be your supervisor. I'm sorry to rush you this morning, and I know it's your first day and your first experience in a mental health placement, but I received a referral for a patient who is leaving the hospital today, so I need to go and see her this morning. So, I would invite you to come with me, take observation notes and after that, we will have a discussion. Is that okay with you?

Marissa: Okay, yes. I know it's my first placement experience but I already covered all of the matter in class, and I also worked as an attendant in a psychiatric centre.

Isabelle: Okay! So that means that you do have a little experience?

Marissa: Yes. I was wondering when I could have my first patient.

Isabelle: Hm... Generally, what we like to do with students is let them observe, take notes and after that, lead them to progressively see patients.

Marissa: Oh, I really would have liked to have my first patient.

Isabelle: Okay...

What is the trainee's style?

Answer: Marissa is an ACTIVIST

Have you ever supervised an activist trainee? What were his strengths and challenges?

What characterizes Marissa's activist style?

Answer:

Characteristics:

- Likes action and new experiences
- Responds well to challenges (seeks performance)
- Likes to lead a discussion
- Very good at managing unexpected circumstances, is not resistant to changes
- Likes to confront his ideas with those of others
- Is open-minded
- Performs well during brainstorming, generating ideas
- Solves problems impulsively, spontaneously, and with a short-term vision
- Is an expert in trial and error (takes risks)
- Gets bored when it is time to refine (fine-tune) a task

Supervisors need to be aware of biases that may be directed toward people who present an activist style.

Let's look at your last answer.

Could some of the characteristics you have identified be considered biases?

The activist trainee is sometimes perceived as impatient and insistent, or as someone who has little ability for synthesizing and critical thinking.