Milestones 2.0 Guide Sheet for Residents and Fellows

A brief perspective on what The Milestones represent and how they can facilitate progress during education and training.

**CORE COMPETENCIES**

- Patient Care
- Medical Knowledge
- Practice-Based Learning and Improvement
- Systems-Based Practice
- Professionalism
- Interpersonal and Communication Skills

**COMPETENCY-BASED MEDICAL EDUCATION**

An outcomes-based approach to the design, implementation, assessment, and evaluation of medical education programs that uses an organizing framework of competencies.

**RECOMMENDATIONS FOR SUCCESS**

- **REVIEW** your specialty Milestones on an ongoing basis.
- **PERFORM** a self-assessment at least twice a year.
- **REVIEW** and **COMPARE** your self-assessment with the clinical competency committee rating.
- **WRITE** an ongoing individualized learning plan.
- **ACTIVELY PARTICIPATE** in your regular assessment and feedback.

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**How do the Milestones help residents and fellows?**

- Provide a descriptive roadmap for education and training
- Increase the transparency of performance requirements
- Encourage self-assessment and self-directed learning
- Facilitate feedback to learners
- Guide personal action plans for improvement

**How to Give and Receive Feedback**

**Give Feedback**

- Do the research
- Give feedback early
- Set aside quiet, uninterrupted time
- Use techniques you have admired in role models
- Provide guidance/tips for improvement when delivering negative feedback

**Receive Feedback**

- Self-reflect
- Develop “active” questions
- Ask early
- Ask for examples
- Ask for time to follow up

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