

Here We Go Again:  
Maintaining Realistic Expectations  
for Newbie Residents

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## Expectations: Rational/Irrational

- False Comparisons  
“Resident X doesn’t hold a candle to Resident Y”
- Novice – Expert Divide  
“They can’t do what I can.”
- Buyer’s Remorse  
“But, she seemed so good at midyear...”
- Fuzzy Memory  
“I had it harder & I was better prepared...”
- Displaced Responsibility  
“Pharmacy schools aren’t prepping students well enough...”

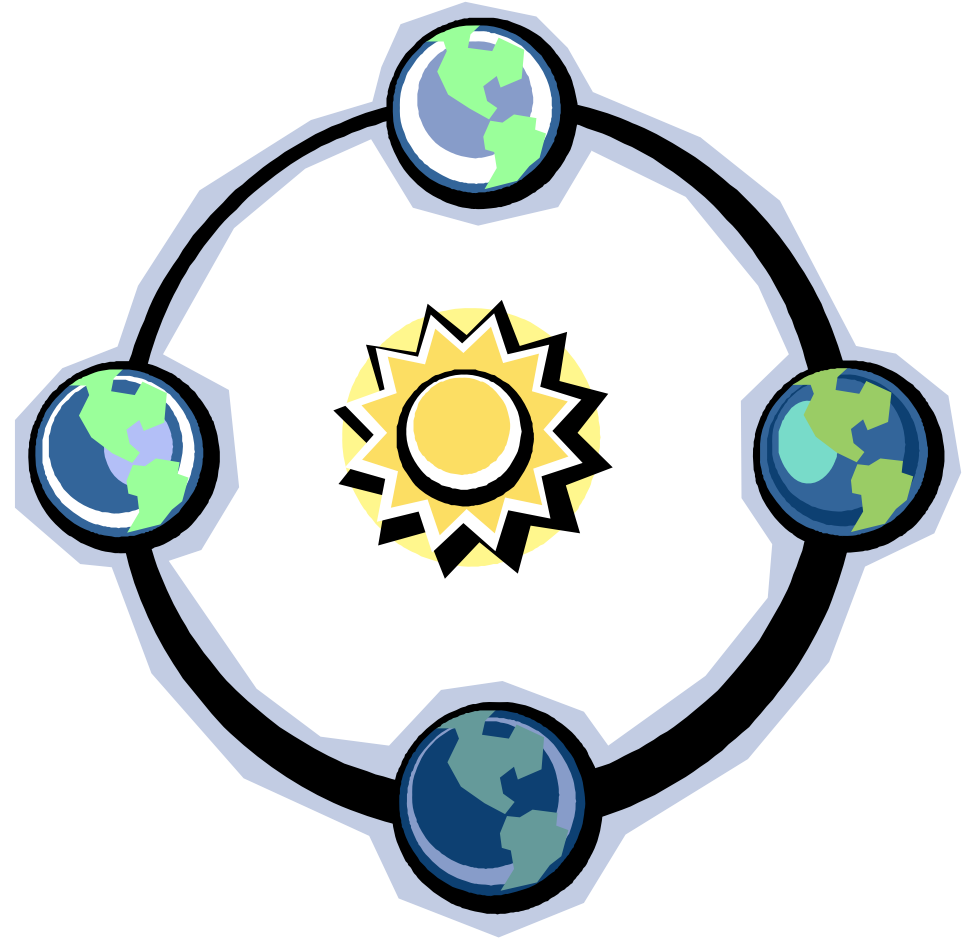


# Activity One: Background Information



# Mapping the Residency Year Cycles

- If we can map the phenomenon, we are better prepared to understand and predict it.
- If we can predict it, we are better able to work with the phenomena....even if it is annoying.



# Resident's Development Cycle

JULY 1



SEPTEMBER 1





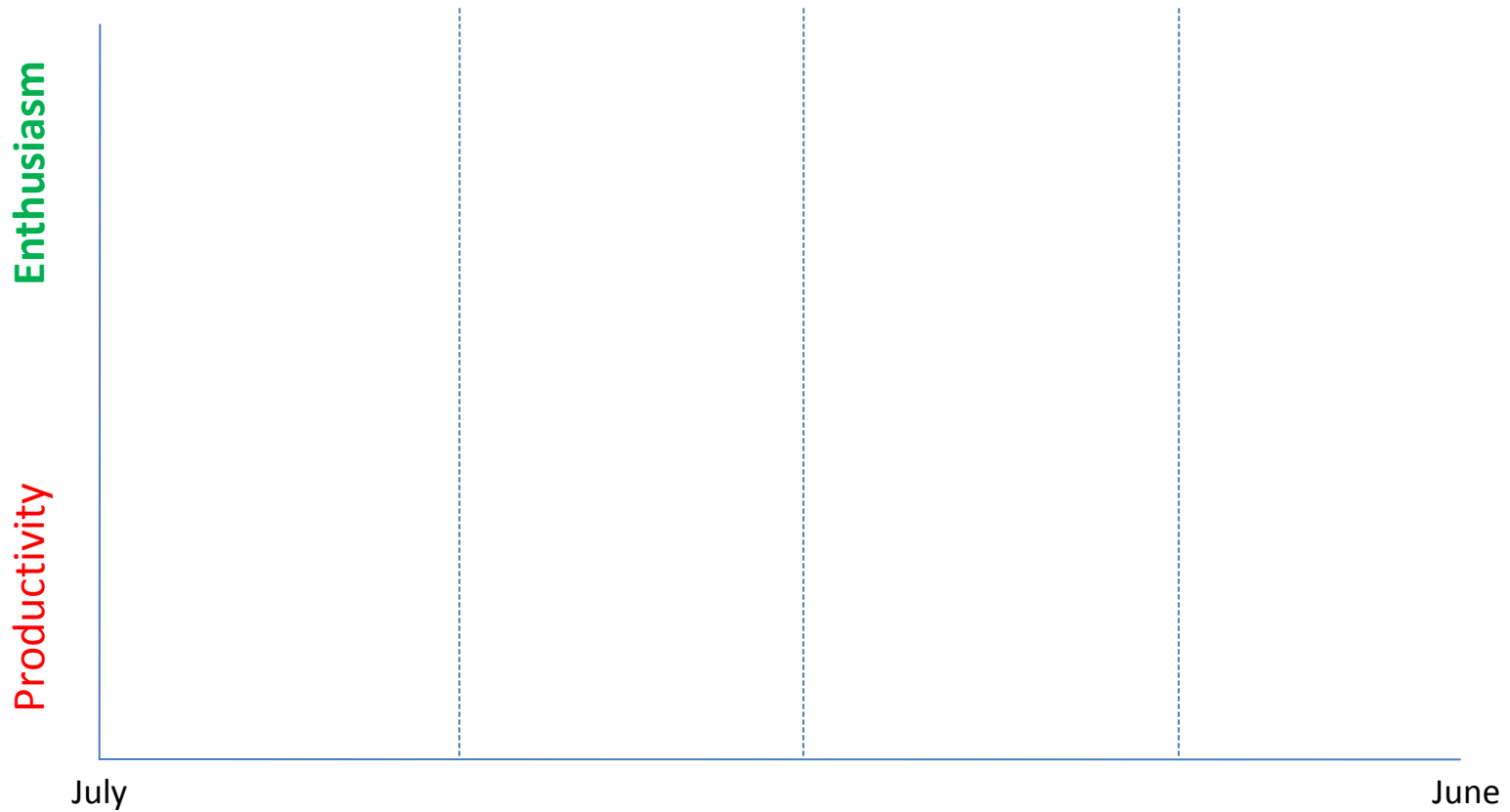
**RESIDENT**

**NOVEMBER 1**

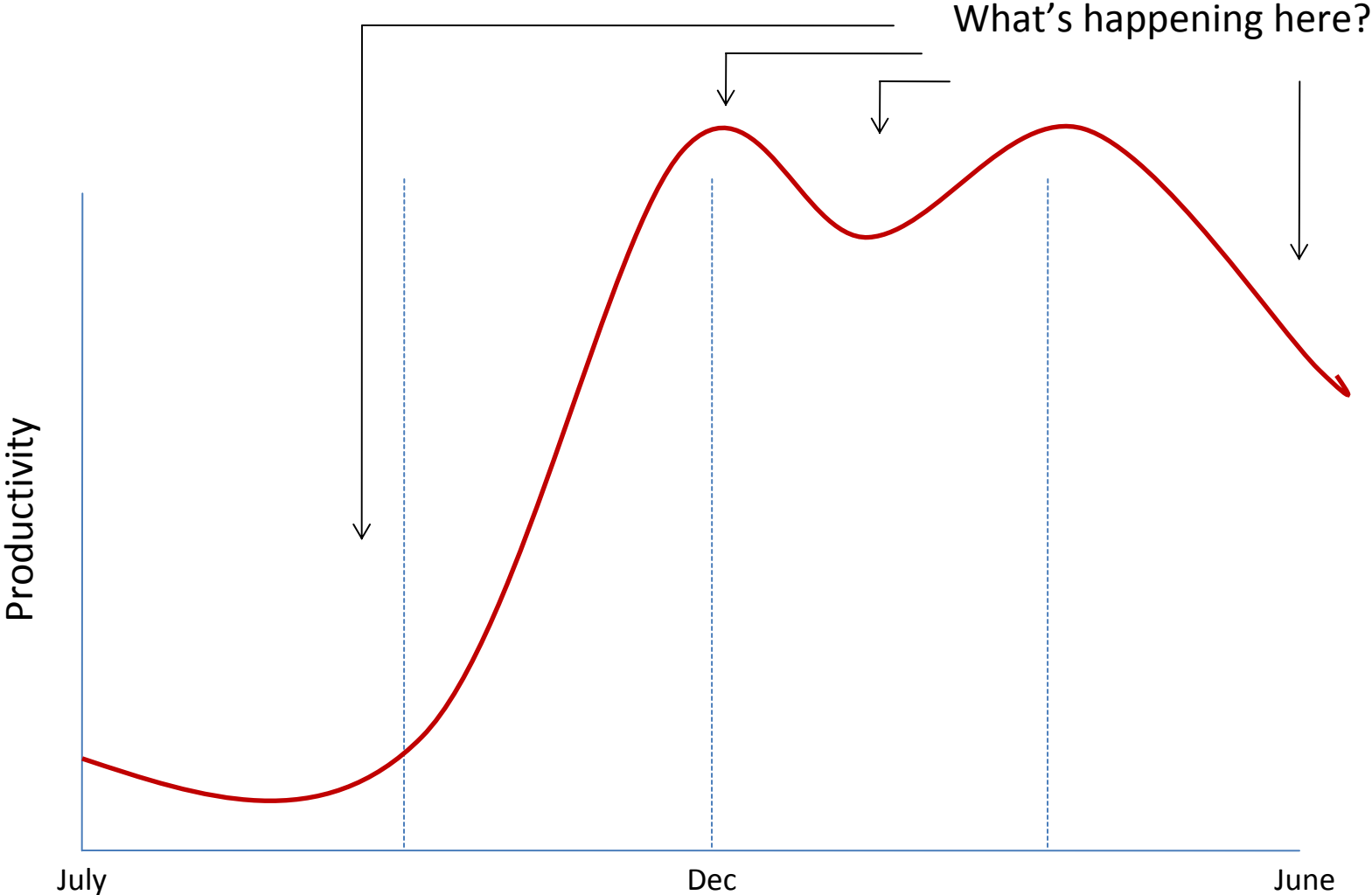
# Residency Calendar

Q1	July	August	September
Q2	October	November	December
Q3	January	February	March
Q4	April	May	June

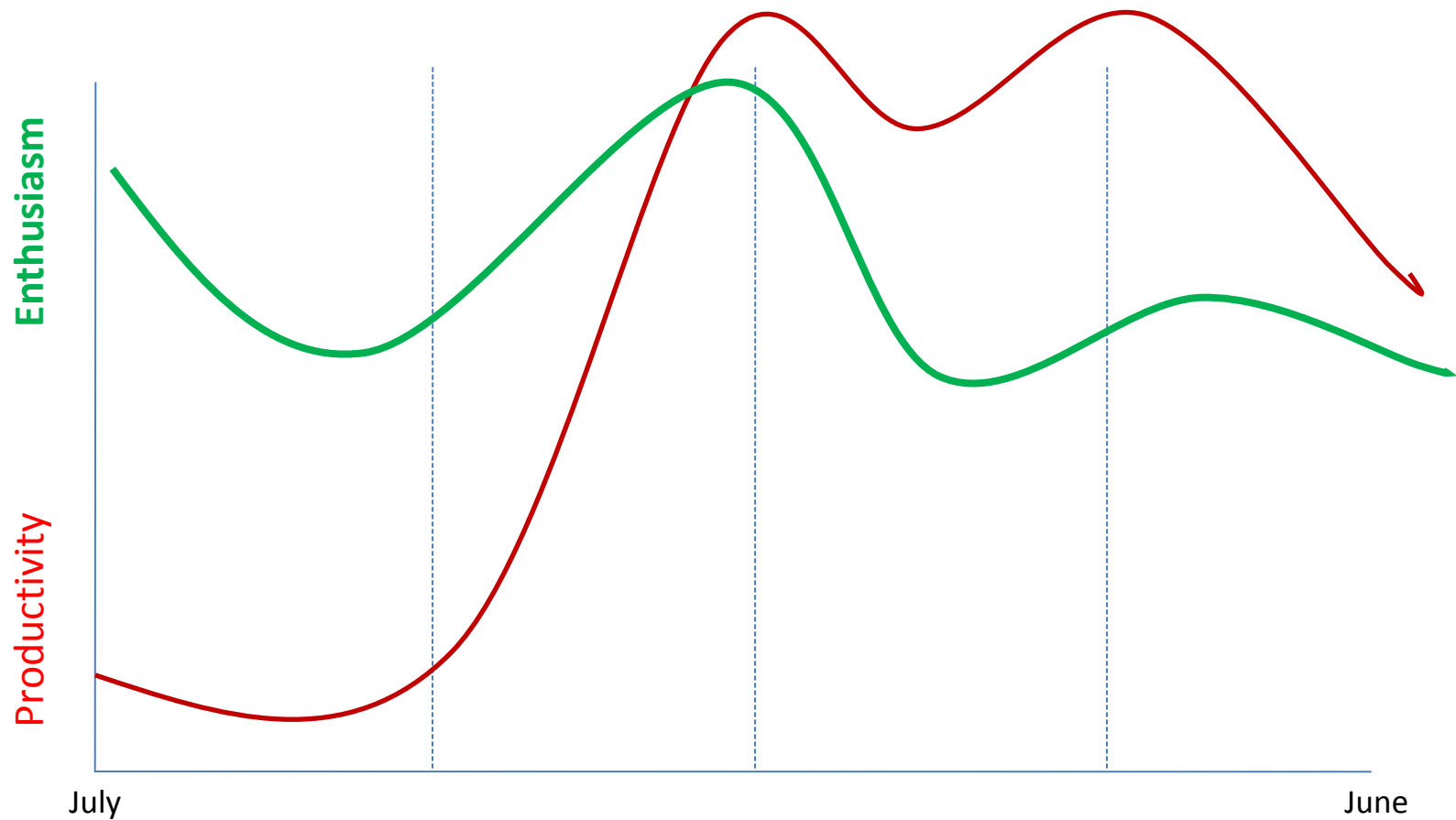
# Activity Three: Resident's Productivity/Enthusiasm Cycle (p. 4)



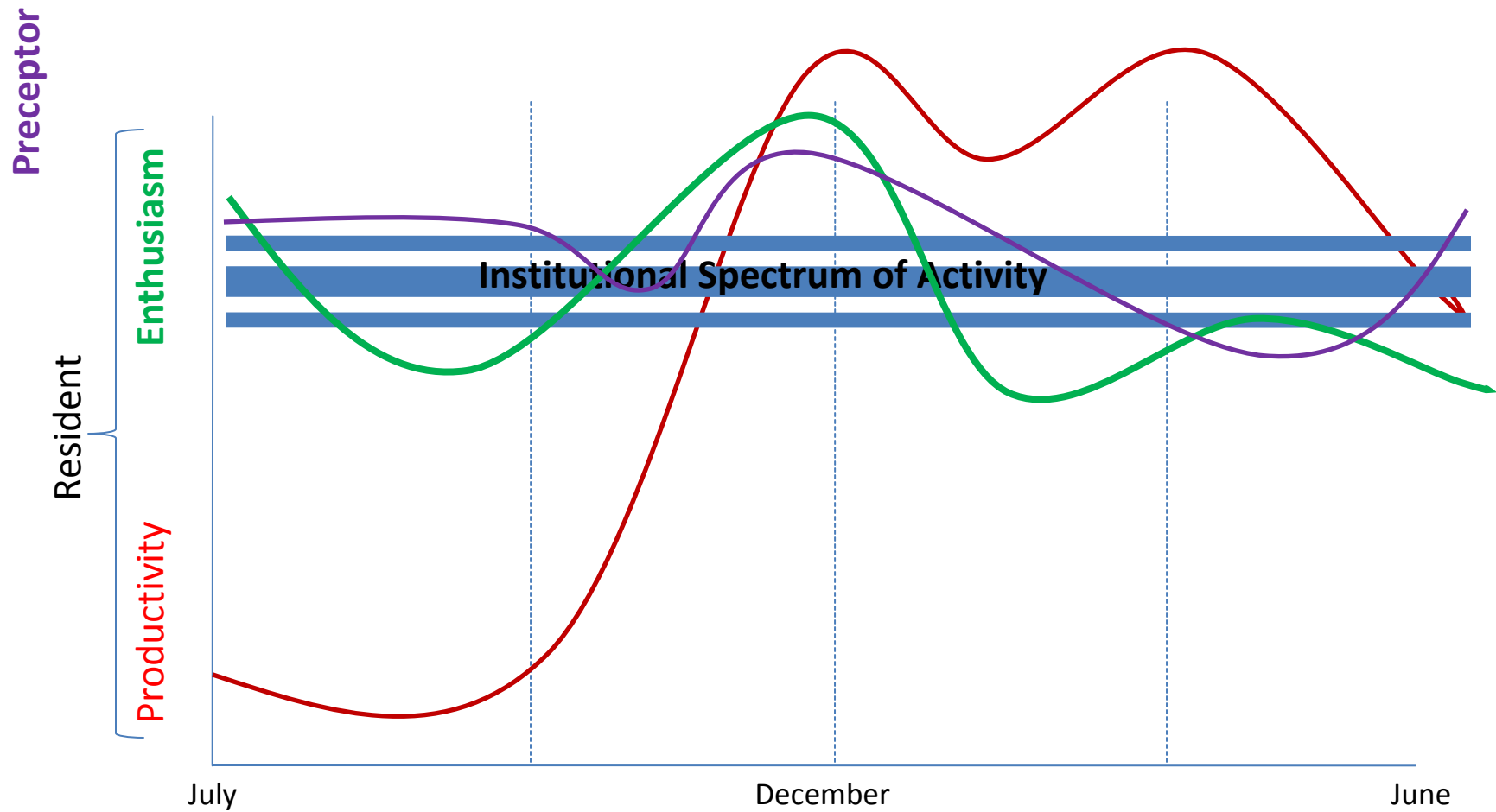
# Resident's Productivity Cycle



# Resident's Productivity/Enthusiasm Cycle



# Multi-agent Cycle



# Organization-Unit-Residency Missions



**Activity Four, p.5**

# RESIDENCY DIRECTOR/PRECEPTOR

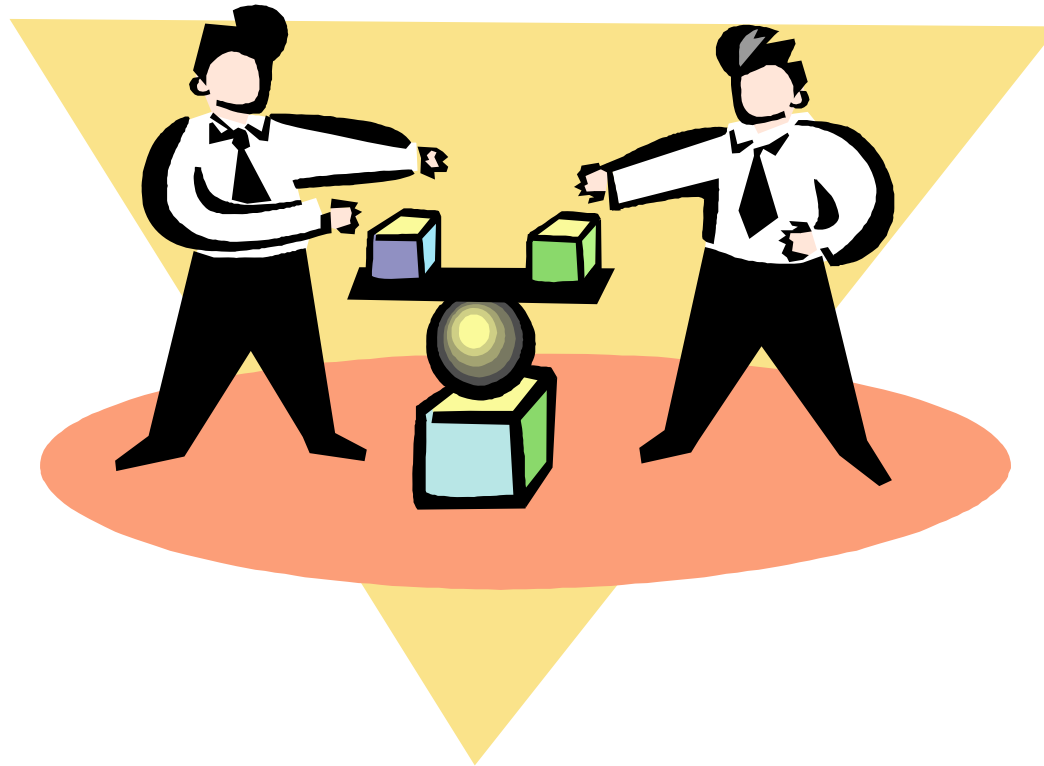
JULY 1



JUNE 30



# Setting/Maintaining Realistic Expectations



# Activity Five: “Who’s Your Buddy?”



# Coping Strategies

