




Behaviour Modification	Methodology	
<p>Behaviour management attempts to motivate and guide people to behave in certain ways, in particular settings</p> <p>In the work place the idea is to change behaviour to reflect organizational Values</p> <p>Our experience with the junior doctor workforce was a varied behaviour depending on personalities and past experiences.</p> <p>Our aim for to set a positive vision for newcomers every rotation.</p> <p>We started by setting behavioural goals, which were</p> <ol style="list-style-type: none"> 1. Positive 2. Balanced between training and departmental needs 3. Specific 4. Team oriented 	<p><u>Catching them early:</u> We started with a focus on the new cohort of doctors in training rotating through the unit at the time of induction.</p> <p>The tool we needed was one, which not only allowed quick feedback but was able to show progress. So we settled on Class craft</p>  <p><u>Positive Behaviours</u></p> <ol style="list-style-type: none"> 1. Punctuality 2. Paperwork meeting documentation standards 3. ES / CS meeting 4. QI 5. Study Leave 6. Participation in Departmental Audit/ Teaching 7. Teamwork 8. Seeking help early 	<p><u>Results:</u></p> <ul style="list-style-type: none"> • Each day an assessor was selected to review and allot them points • The points were updated on class-craft website where the doctors could track them • Based on their score certain prizes were allotted • At end of 2 weeks feedback was collected from doctors as well as consultants about the project • 100% engagement with QI, early ES meetings. • 66% achieved study leave targets. • 100% punctuality achieved in last week. <p><u>Feedback</u> Engaging Motivates They requested to run more cycles</p> <p><u>Pitfalls-</u> Training trainers on how to use the class-craft</p> <p>Collecting data on larger cohorts</p> <p><small>References: Nevin CR, Westfall AO, Rodriguez JM, Dempsey DM, Cherrington A, Roy B, Patel M, Willig JH. Gamification as a tool for enhancing graduate medical education. Postgrad Med J. 2014 Dec;90(1070):685-93. doi: 10.1136/postgradmedj-2013-132486. Epub 2014 Oct 28. PMID: 25352673; PMCID: PMC4285889.</small></p>

