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Working with trainees who have failed their CSA

Trainees:

* have usually passed every exam before CSA
* Are always really stressed/ emotional: may even have symptoms of PTSD
* Hate ICE, don't see the point of it so you need to work with them to make sense of it, what it's about why it matters. Good to look at a consultation when you're discussing it together

What to do:

* Let the other doctors in the practice know your trainer has CSA coming up
* Align teaching/ activity with CSA candidates needs: e.g build cases into teaching sessions
* A good facilitator can help a group overcome their norms/ ways of thinking
* Teach the skills of peer feedback to the groups: neutral, descriptive, detailed
* Groups provide a safe environment for exploring consultations
* Following patient cues is more important than spouting knowledge of a disease

Other thoughts:

It may be that these (multiple fail CSA candidates) need a different exam.