

Minimising Bias: Enhancing Effective Decision Making in Medical Education

Healthcare professionals' progression through training involves decision making by Educators. However, decisions not only depend on objective data driven information but a variety of external factors; for example, how information is perceived, processed, evaluated and represented along with the Educators' experience and expertise. In order to ensure this is as objective as possible it is critical to understand both the processes by which decision alternatives are identified, evaluated, and managed, and the actual selected mechanism that leads to the decision choice.

Whilst this will focus on Postgraduate Medical Education Progression and in particular the biases we bring into the ARCP process, the principles will be applicable to all involved in making decisions about healthcare professionals' progression through training and the decisions we take in clinical practice.



Dr Itiel Dror (PhD in Psychology, Harvard University) has conducted research focusing on human performance and cognition in the real world, examining healthcare professionals, military fighter pilots, frontline police, and forensic examiners. He has demonstrated how contextual information and bias can influence the judgments and decision making of experts. Dr Dror has published over 130 research articles, and his work has been published and covered in Science and Nature. Dr Dror has been working with hospitals and medical schools in the United Kingdom, United States, Australia and in other countries to provide training and implement cognitive best practices in medical decision making and making evaluations more impartial. More information is available at www.cci-hq.com.

Objectives:

- Understand and recognise the different elements of Cognitive Bias
- Understand the processes which can be applied to minimise Cognitive Bias

CPD hours:

3 CPD hours – suitable as contribution to the 10 hours of CPD required for ongoing recognition of supervisors.

For further information and to book, please visit
www.courses.hee.nhs.uk