Introduction

- The Professional Reflective Enrichment Tool (PRET) is part of a PhD research study.
- The aim of the research is to help medical educators develop professionalism by encouraging reflective thinking.
- The PRET is comprised of four scenarios. These scenarios have been specifically designed from real experiences and are designed to present a professional dilemma.
- The respondent is asked to weight a series of paired responses to indicate their chosen course of action. The respondent is then asked to reflect on one of these scenarios and their accompanying responses.
- Formative feedback is provided to respondents to provide them with information on how they could become more critical in their reflection.

Developing the PRET.

- A definition of professionalism was constructed by asking medical educators (24% GP trainers) how they defined professionalism (see figure 1).
- Medical educators were asked to provide examples of professional dilemmas, based on this definition. These examples were then developed into vignettes with a series of paired option weighted responses.
- A rating framework was developed using already established models of reflection to ensure validity. The different models of reflection were compared and grouped together in similar ideas.
- Overall the framework consisted of three levels with one being the lowest level of reflection and three being the most critical and highest level of reflection.
- The framework was tested for inter rater reliability using four raters with a small group of responses.
- Results were then tabulated and comparatively analysed with a multi-rater kappa test using an online software calculator.

Professionalism in medical educators. (Figure 1)

The current stage of the PRET research

- The tool is now being distributed amongst medical educators.
- The rater reliability indicated a high level of agreement.
- Currently the PRET is being compared to other markers of professionalism and quality in medical education. This is to assess the tools validity.
- The PRET offers a useful and reliable framework for critical reflection. This is important as the deeper the level of reflection the greater the learning experience.
- The feedback from the tool could be used as a framework to pass onto trainees the importance and content of critical reflection.

Example of feedback report.

You have the opportunity to complete the PRET.

- The PRET will offer a valuable opportunity for you to enrich your professionalism by developing your reflective thinking.
- Takes 20 minutes to complete.
- There are no wrong answers.
- Formative feedback will be provided.
- The tool will not be used for summative purposes.
- All results are kept confidential.
- Provides an insight into a useful model of reflective thinking, with different levels, which could then be passed on to trainees.
- The PRET can be used in your NHS appraisal portfolio as evidence of reflection.

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PRET can be completed online (please take a flyer for details) or paper copies are available today.