

EP06.09

Flexibility in general practice- methods of evaluation

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Background and Aim: Flexibility in General Practice has been defined as: «a capacity owned by general practitioners to adapt and act in a relevant way facing complex clinical situations and of biomedical and societal changes, in communities and individuals, in respect of ethics and cultures.» Measuring flexibility as a physical parameter is well described. Measuring flexibility as a capacity in General Practice, as defined by the CIRK, seems to be difficult, it seems impossible to elaborate an assessment grid. It is more a model of thought; we can only use indirect measures to evaluate flexibility. The aim of the workshop is to give GP trainers the appropriate tools to evaluate the flexibility of trainees.

Methods: Starting from the different aspects of flexibility, we elaborated different tools for the evaluation of flexibility. We found different methods for indirect evaluation of flexibility like multidisciplinary teaching, interviewing patients about the flexibility of trainees, direct observation of trainees during a consultation, oral structured clinical examination, narrative methods, evaluation in time during the training years, informal evaluation by questioning about the progression of the trainee. During the workshop participants will work in different groups, each group should elaborate two methods of evaluation. At the end we will compare the outcomes with our proposals.

Conclusions: Evaluation of flexibility seems to be more challenging than evaluation of other capacities of GP trainees. We want to facilitate this evaluation in order to enhance the capacity among trainees.