

Webinar:

Enhancing Health Science
Education: Developing Soft Skills
Through Scenario-Based Learning



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Co-presented by

Emily Kuhn

Senior Campaigns Specialist

Emily Winistorfer

Communications Specialist



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Attendees will review:

- Who is Realityworks, Inc.
- Today's students and the importance of health science soft skills
- Best practices for leveraging scenario-based learning
- Hands-on tools to aid in health science soft skill development
- Additional resources
- Q&A



Who are today's health science students?



Gen Z: 20% of US population

- 51% are students
- Relevancy matters
- WHY are they learning what they are?
- HOW will they apply it to the real world?

Source: <https://explodingtopics.com/blog/gen-z-stats>



Gen Z students vs. Millennial students



Compared to Millennials, Generation Z students have...

- Even shorter attention spans
- Even better technology skills
- Even stronger desire for real-world learning

Source: <https://greekreporter.com/2022/09/23/genz-vs-millennials/>

Understanding generational differences

Key characteristics of Gen Z students:

- “Technoholics”
- Visual communication using technology
- Get it now. Do it now. Learn it now!

Silents	Baby Boomers	Generation X	Generation Y	Generation Z
Born 1925-1945	Born 1946-1964	Born 1965-1981	Born 1982-1995	Born 1996-2009
a.k.a. Traditionalists Veterans Builders	a.k.a. Boomers Me Generation	a.k.a. Gen X Latch-Key Kids MTV Generation 13 th Generation	a.k.a. Gen Y Millennials Echo Boomers	a.k.a. iGeneration (iGen) Post-Millennials Centennials
Telephone	TV	PC	Internet	iPhone, Social Media
Largely disengaged from technology	Early IT adopters	Digital immigrants	Digital natives	Technoholics
Face-to-face	Face-to-face; telephone or email if required	Text messaging or email	Online/social media and text messaging	Visual communication using technology
Teach Me Prefer a structured "command and control" oriented learning, classroom lectures, books and on-the-job training	In Person Prefer classroom setting with in-class participation; will use technology and may prefer books to reading online	Learn by Doing Prefer self-directed learning and freedom to figure things out on own; computer before books	Short and Sweet Thrive on flexibility and space to explore; favor on-demand, highly personalized and interactive training	Get it Now. Do it Now. Learn it Now. Want to learn on their own terms; prefer visual and interactive, bite-sized and hands-on learning; use of technology and social media is a given



What are health science soft skills and why are they important?



HEALTHCARE SOFT SKILLS

How Do Soft Skills Apply to Healthcare?

Soft skills are reflective of an individual's personality and disposition. They can be applied in a workplace setting to contribute to overall professional success. In an inherently personal field like healthcare, soft skills can carry just as much weight as the technical skills required for the role.

Top Healthcare Soft Skills

Communication¹

Communication, particularly among patients, nurses, and doctors, is key to improved safety and quality in healthcare facilities. Explaining clearly and concisely what a diagnosis means or which treatment options to consider is crucial and can mean the difference between life and death.



Teamwork²

Healthcare professionals are almost always part of a team, making good teamwork skills vital. Good teamwork skills can increase efficiency and improve staff and patient satisfaction.

Problem Solving³

Healthcare is an ever-changing field, making problem solving a frequently used skill for health science professionals. From patient care to staff satisfaction, healthcare workers often face problems that require ingenuity and quick thinking to resolve.



Adaptability¹

Irregular hours are typical in the healthcare field. Being flexible by picking up shifts on short notice and working extra hours adds to team members' dependability, as does the ability to adapt to evolving healthcare environments.

Professionalism⁴

Professionalism inspires trust and gives patients and coworkers confidence. In addition, maintaining professional relationships with patients can prevent healthcare professionals from becoming too involved, reducing emotional burnout.



Compassion⁴

Patients can become overwhelmed in unfamiliar, emotionally stressful environments like hospitals. They might experience anxiety over a pending diagnosis, frustration about their recovery, or anger over unmet needs. Compassion is essential for understanding patients' emotional needs, providing comfort and fostering a therapeutic relationship.

Work Ethic⁵

A strong work ethic is crucial for remaining focused on goals and effectively managing the unpredictable nature of healthcare, where each day presents new challenges.



What are health science soft skills?

- Examples include empathy, teamwork and critical thinking
- Enhance patient care, team collaboration, career progression and more

Free poster on health science soft skills:

<https://www.realityworks.com/resources/realityworks-interactive-posters/>

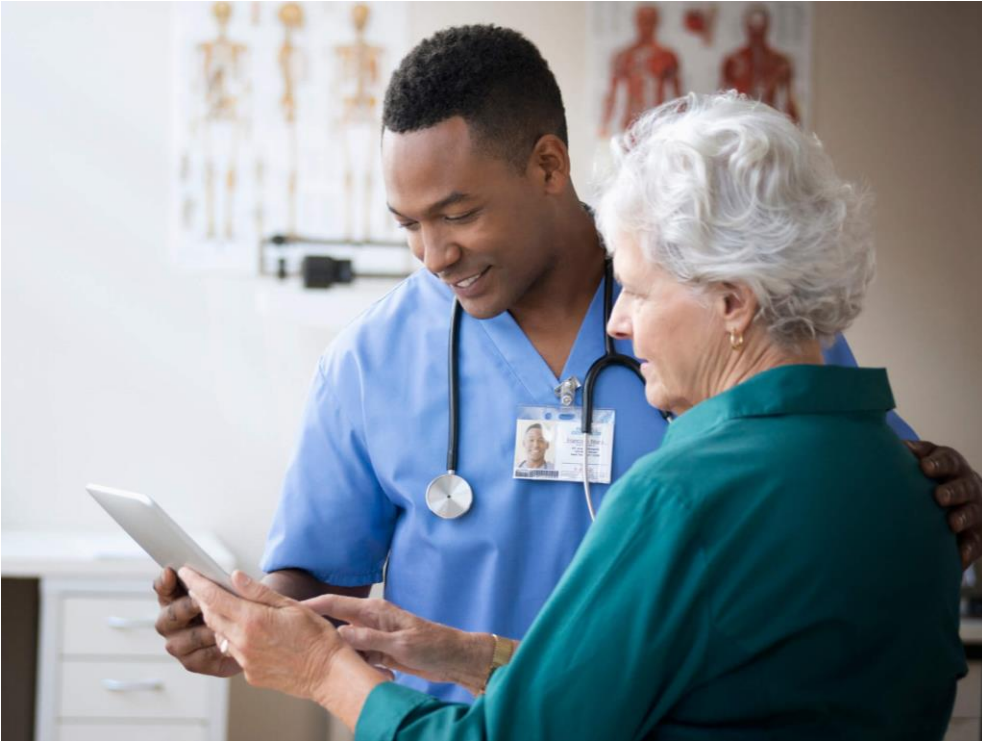
Empathy and sensitivity are in-demand

- Nearly **3 in 4 employers** say they have a hard time finding graduates with the soft skills their companies need
- **Almost half of academic institutions** believe that recent graduates lack life skills needed in the workforce
- Undeveloped soft skills can lead to medical errors, unhealthy/unproductive work environments, job dissatisfaction and more

Sources:

- <https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/employers-say-students-arent-learning-soft-skills-in-college.aspx>
- <https://www.nursingcenter.com/ncblog/march-2019/top-10-soft-skills-for-nurses>

Demand for healthcare jobs is growing



- Employment in healthcare occupations is projected to grow 13 percent from 2021 to 2031
- This increase is expected to result in about 2 million new jobs over the decade
- About 1.9 million openings each year, on average, are projected to come from growth and replacement needs

Source: <https://www.bls.gov/ooh/healthcare/>



Best practices for scenario-based learning



What is scenario-based learning?

- Active, not passive learning strategy
- Often uses a case or storyline
- Immersive
- Imitates real life
- Helps create an engaging and immersive learning experience while providing real-time feedback



5 tips for instructors:

1. What elements do I need to include?
2. When should I use scenario-based learning?
3. Home grown or purchased scenarios?
4. Consider mixed media
5. Be patient!

Tip #1: What elements do I need to include?

- **Context:** Provide enough detail for your students to understand the situation they are being placed in
- **Decision-making points:** What are students required to decide?
- **Clear learning outcomes** – keeps you moving in the right direction!

Tip #2: When to use scenario-based learning



- After foundational knowledge is established
- When decision-making is key
- Rare incidents that not all students would likely see or
- Critical high-frequency scenarios that all students should show mastery

Tip #3: Home grown or purchased scenario?



- Either!
- Home grown can be time consuming
- Be sure to review your purchased scenarios!

Tip #4: Consider a mix of media

- Photographs
- Audio
- Video
- Written

Scenario-Based Training in Healthcare: Tips, Tricks, and Scenarios You Can Use Today

Use the scenarios and tips in this guide to help your healthcare students develop technical and soft skills.



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Tip #5: Keep learning

- With yourself
- With students
- Evaluate, evaluate, evaluate!

Free guide: “Scenario-Based Training in Healthcare: Tips, Tricks, and Scenarios You Can Use Today”

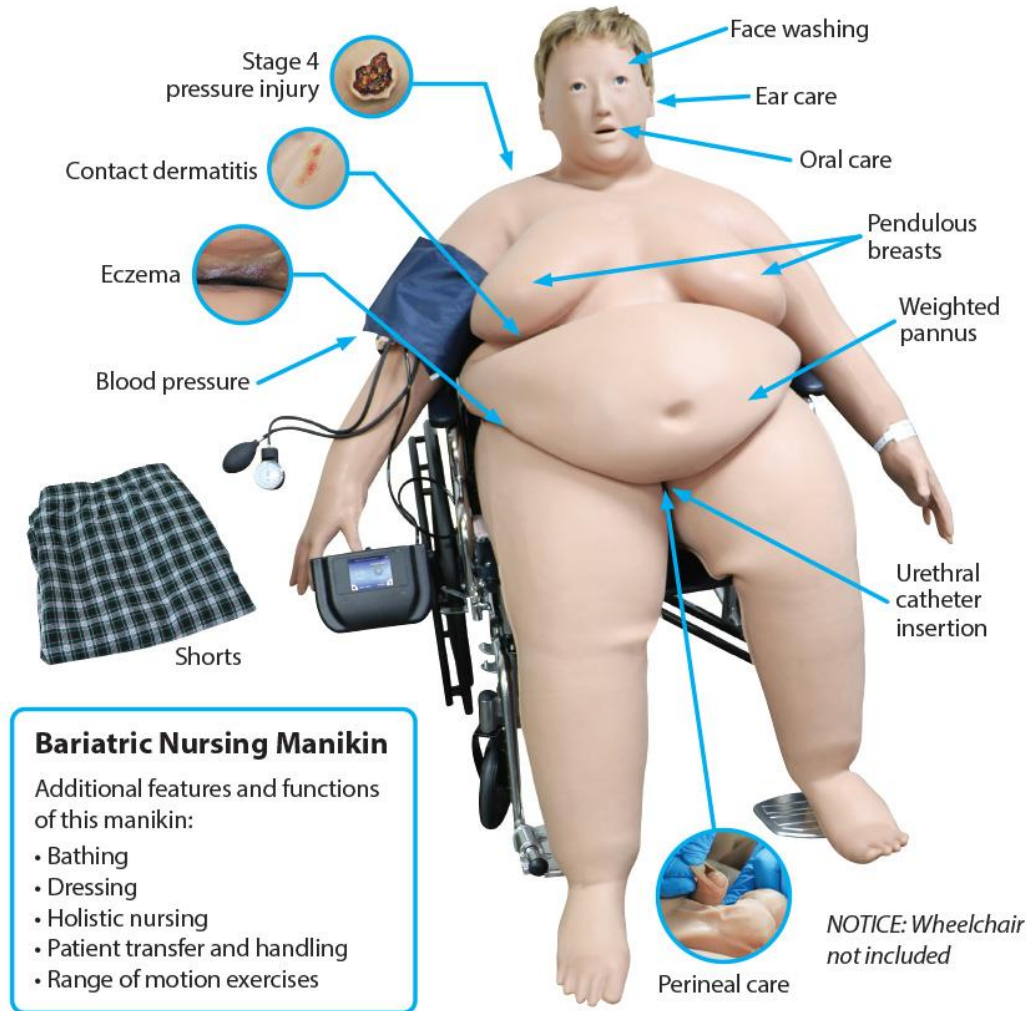
- Get it here:
<https://www.realityworks.com/medical-manikins/>



Hands-on tools for teaching health science soft skills



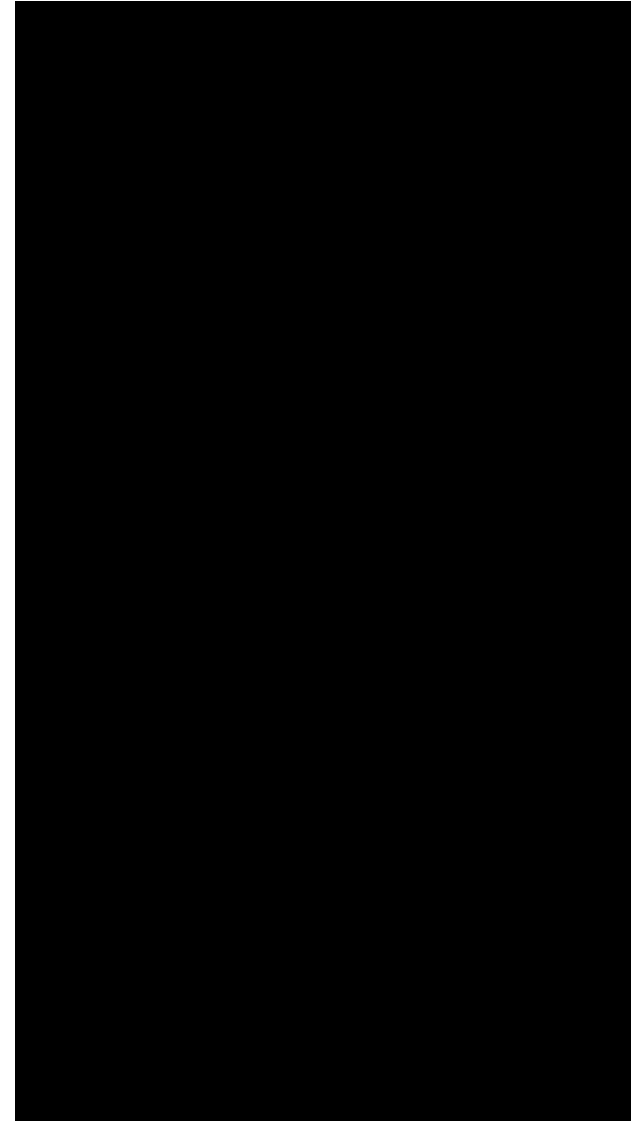
Bariatric Nursing Manikin



Wearable Auscultation Trainer



Pregnancy Profile 2.0 Obstetric Simulator



Geriatric Simulator



Healthcare Interpersonal Skills Program



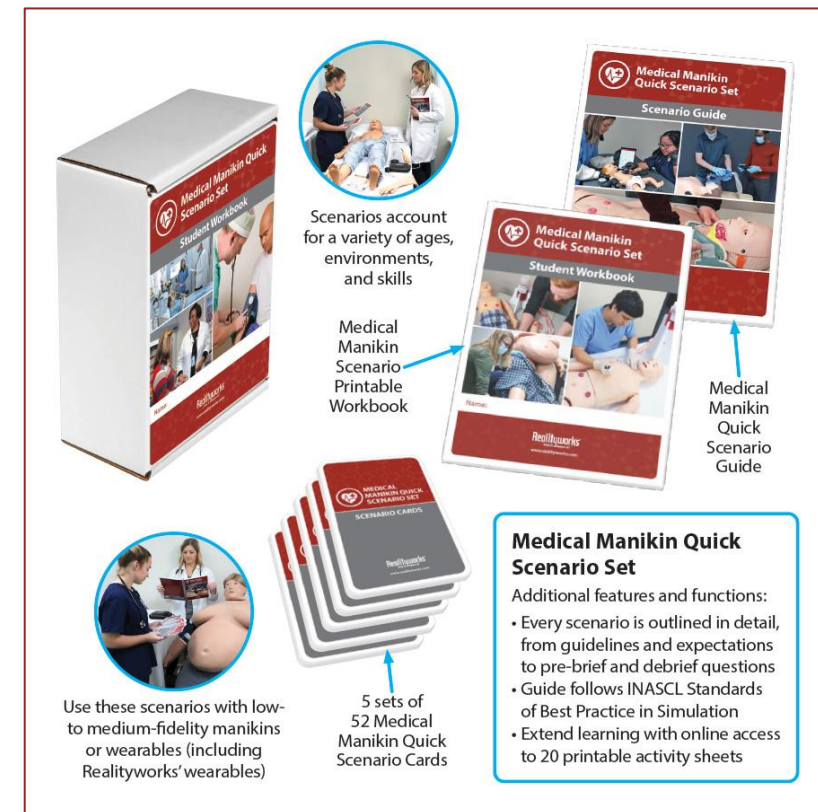
<https://www.realityworks.com/product/healthcare-interpersonal-skills-program/>

Soft Skills Program for Caring for Patients with Intellectual Disabilities, Mental Illness, or PTSD



<https://www.realityworks.com/product/soft-skills-program-caring-patients-with-id-mental-illness-ptsd/>

Medical Manikin Quick Scenario Set



<https://www.realityworks.com/product/medical-manikin-quick-scenario-set/>

Now what?

- Download a free poster on health science soft skills: <https://www.realityworks.com/resources/realityworks-interactive-posters/>
- Get a free guide: “Scenario-Based Training in Healthcare: Tips, Tricks, and Scenarios You Can Use Today: - <https://www.realityworks.com/medical-manikins/>
- Explore all of our hands-on health science tools: <https://www.realityworks.com/product-category/health-science/>

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Questions?

