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**High-Flying Trainees – Suggestions**

These are all ideas which have been developed arising out of a research project and subsequent discussions. We would be very happy to receive ideas about other suggestions which might help to challenge and stretch the high-flyer.

**Trainees**

* Should be encouraged to be honest and have discussions with their educators about the level that they are functioning at. This might affect the stage at which they take their exams – AKT, CSA, etc so they have more time for developmental activities at the end of their GP training.
* Look for opportunities to do more, which doesn’t mean just seeing more patients, but can include looking after more complex patients, learning to do more procedures, taking an increasing part in practice management and CCG activities, RCGP faculties, HEEM Registrar Forum/Academies Board, etc.
* Get involved in teaching e.g. students, Foundation doctors, other professionals
* Towards the end of training look for innovative activities to spend any remaining study leave on.
* Look at opportunities after the end of training e.g. post CCT Fellowships

**Educators**

* If you feel that a trainee is more able, say so, even quite early on in training.
* Discuss with them about timing of exams and activities which will stretch them further.
* Trainees in difficulty get plenty of input and the more able are entitled to the attention they need in order to help them be successful too.
* Use reviews to make further suggestions, not just achieving basic competence. When doing an ESR look for what makes a trainee Excellent, not just Competent.

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