

INTRODUCTION

In medical education, an understanding of mindsets¹ is important for developing strategies for physician learning to address patients' evolving needs.

- **Mastery:** beliefs and attitudes that result in a persistent and self-motivated drive for knowledge.
- **Performance approach:** demonstration of competence for impression management.
- **Performance avoidance:** avoiding demonstration of incompetence for ego protection.

OBJECTIVE

While competency-based medical education (CBME) has the potential to foster a mastery mindset in resident trainees, it is unknown whether as practicing physicians they continue to be mastery-oriented in early-career practice.

The **objective** is to examine the mindsets of early-career family physicians following completion of a CBME residency program.

METHODS

- 2015-2017 family medicine resident cohort (n=70; 57% female)
- Longitudinal survey study, with 3 data collections in 2017-2020:



- Baranik et al.'s instrument² measuring 3 types of mindsets: mastery; performance approach; performance avoidance
- Descriptive & multivariate analysis of variance (MANOVA)

References

1. Dweck CS. *Mindset: The new psychology of success*. New York: Ballantine Books, 2006.
2. Baranik LE, Barron KE, Finney SJ. Measuring goal orientation in a work domain: construct validity evidence for the 2 x 2 framework. *Educ Psychol Meas*. 2007;67:697-718.

RESULTS

Mindset Type	Mean Mindset Scores (SD)		
	END OF RESIDENCY n = 52	1 YEAR IN PRACTICE n = 42	3 YEARS IN PRACTICE n = 29
Mastery*	7.90 (1.00)	7.64 (1.14)	7.52 (0.87)
Performance Approach	5.96 (1.78)	5.63 (1.60)	5.72 (1.54)
Performance Avoidance	4.47 (1.42)	4.65 (1.48)	4.53 (1.43)

Table 1. Mindset scores at 3 time points

*p=0.04 for downward trend in mastery

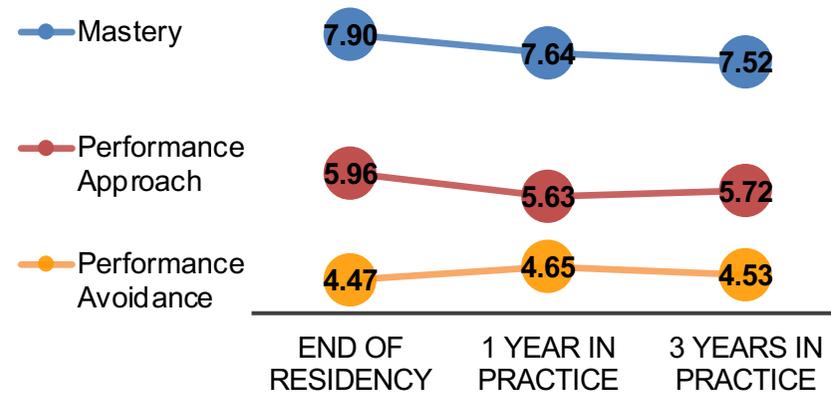


Figure 1. Trends in mindset scores over time

p<0.001 for mastery vs. perform. avoidance scores

CONCLUSION

Family physicians trained in CBME continued to be mastery-oriented in the first three years of independent practice; however, mastery mindset scores decreased over time. Residency programs need to ensure residents are equipped with knowledge and tools to remain mastery-oriented throughout their careers.