

# Self-evaluation and looking for help

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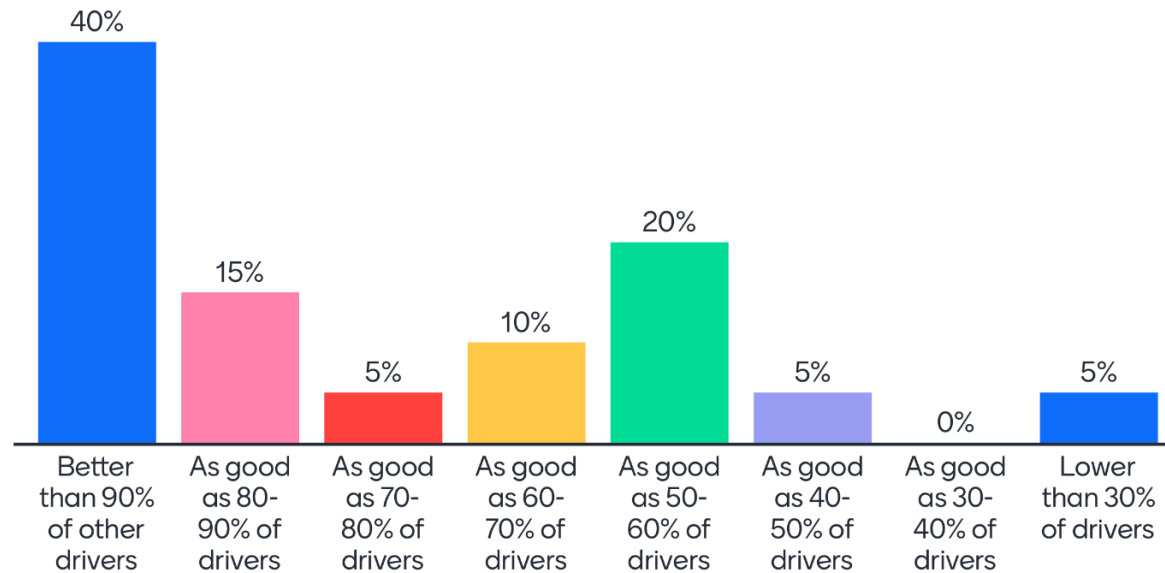
Compared to other drivers,  
How would you rate your driving ability?



# Compared to other drivers...

## How would you rate your driving abilities?

Mentimeter





# HOW WELL DO WE SELF-EVALUATE OUR DRIVING?

- 3/4 of US drivers consider themselves better-than-average drivers.
- Men, in particular, are confident in their driving skills with 8 in 10 considering their driving skills better than average.

# THE BETTER-THAN-AVERAGE EFFECT IN COMPARATIVE SELF-EVALUATION:

People rate themselves as above average in creativity, intelligence, dependability, athleticism, honesty, friendless and more.



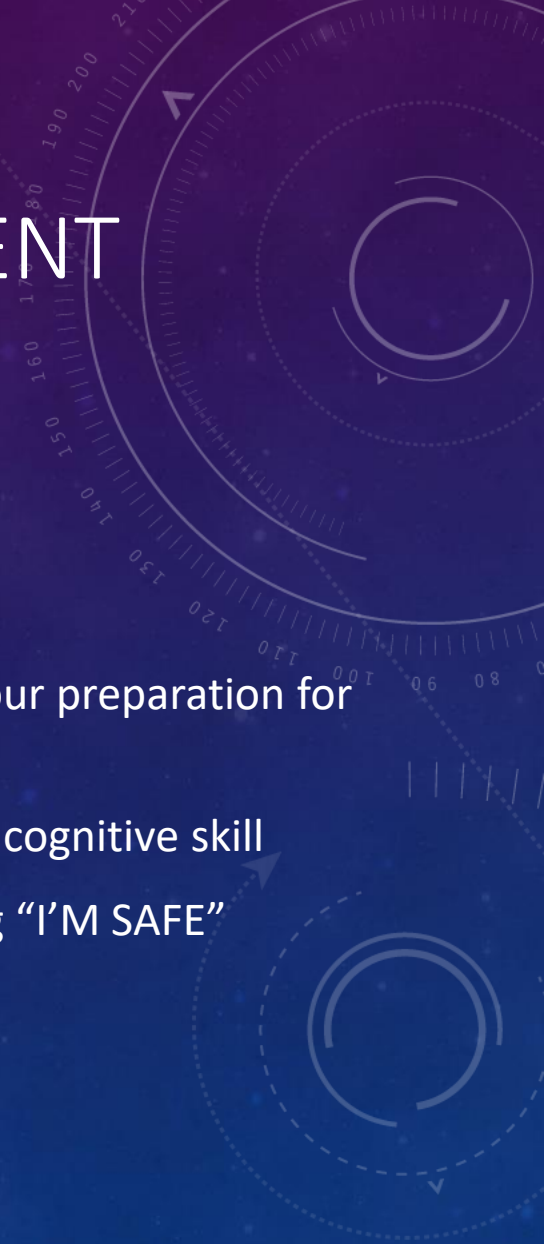
More than 90 percent of faculty members rate themselves as above-average teachers :-)





# WHEN IS SELF-ASSESSMENT REQUIRED IN YOUR JOB?

- Page 1: “...honest self-assessment is part of your preparation for the role of a Captain”
- Command Preparation study guide lists it as a cognitive skill
- Everyone is required to self-assess when using “I’M SAFE”
- But how reliable is self-assessment?



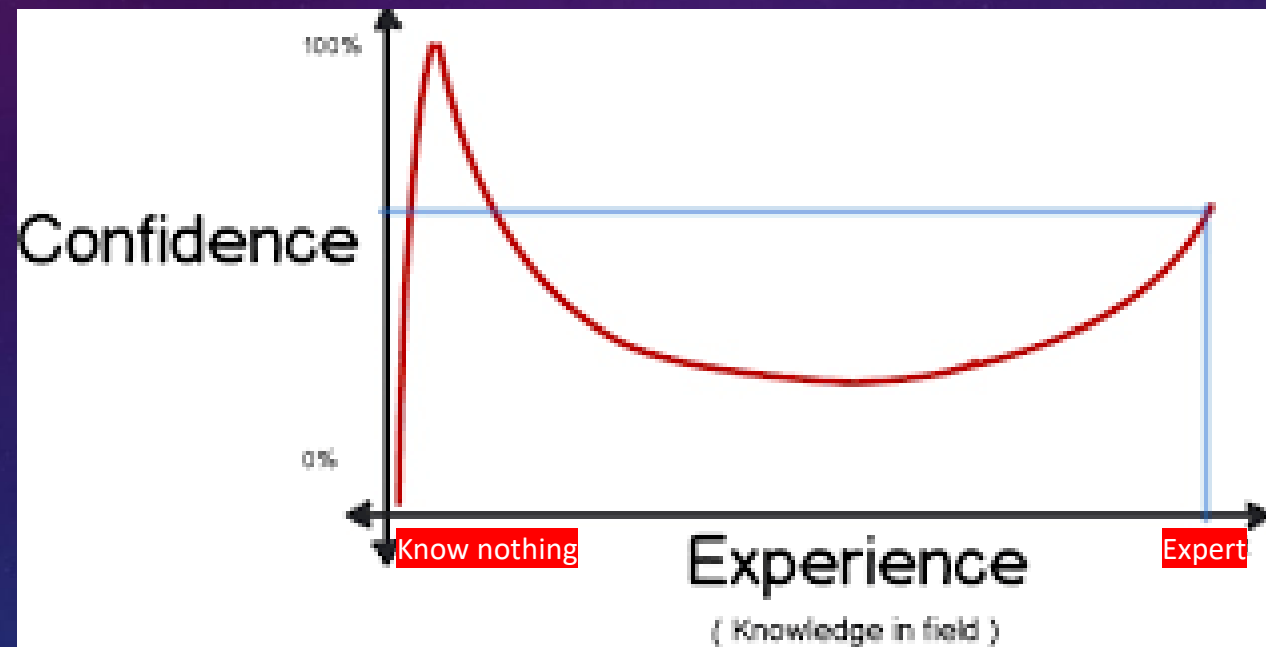
# SELF-EVALUATION AND LOOKING FOR HELP

- Generally very bad at self-evaluation.
- Dunning-Kruger effect

“THE FOOL  
DOTH THINK  
HE IS WISE,  
BUT THE WISE  
MAN  
KNOWETH  
HIMSELF TO BE  
A FOOL”

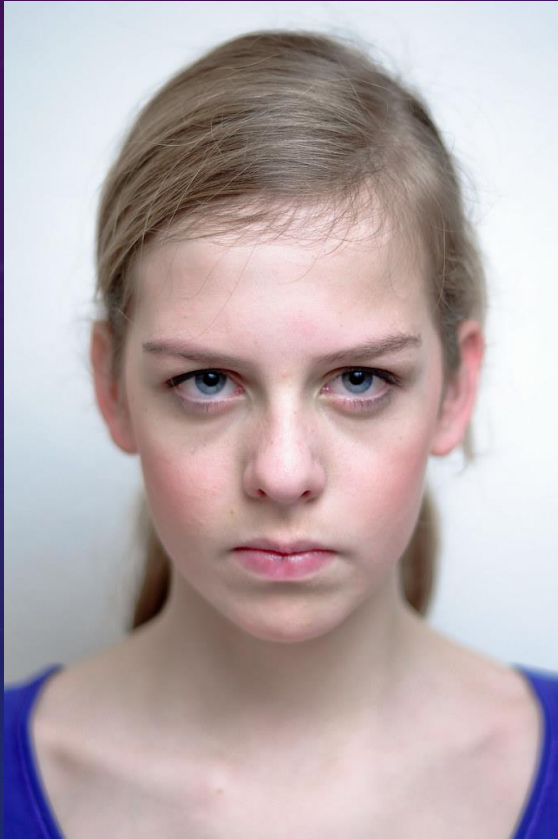
*(SHAKESPEARE)*

# DUNNING KRUGER EFFECT



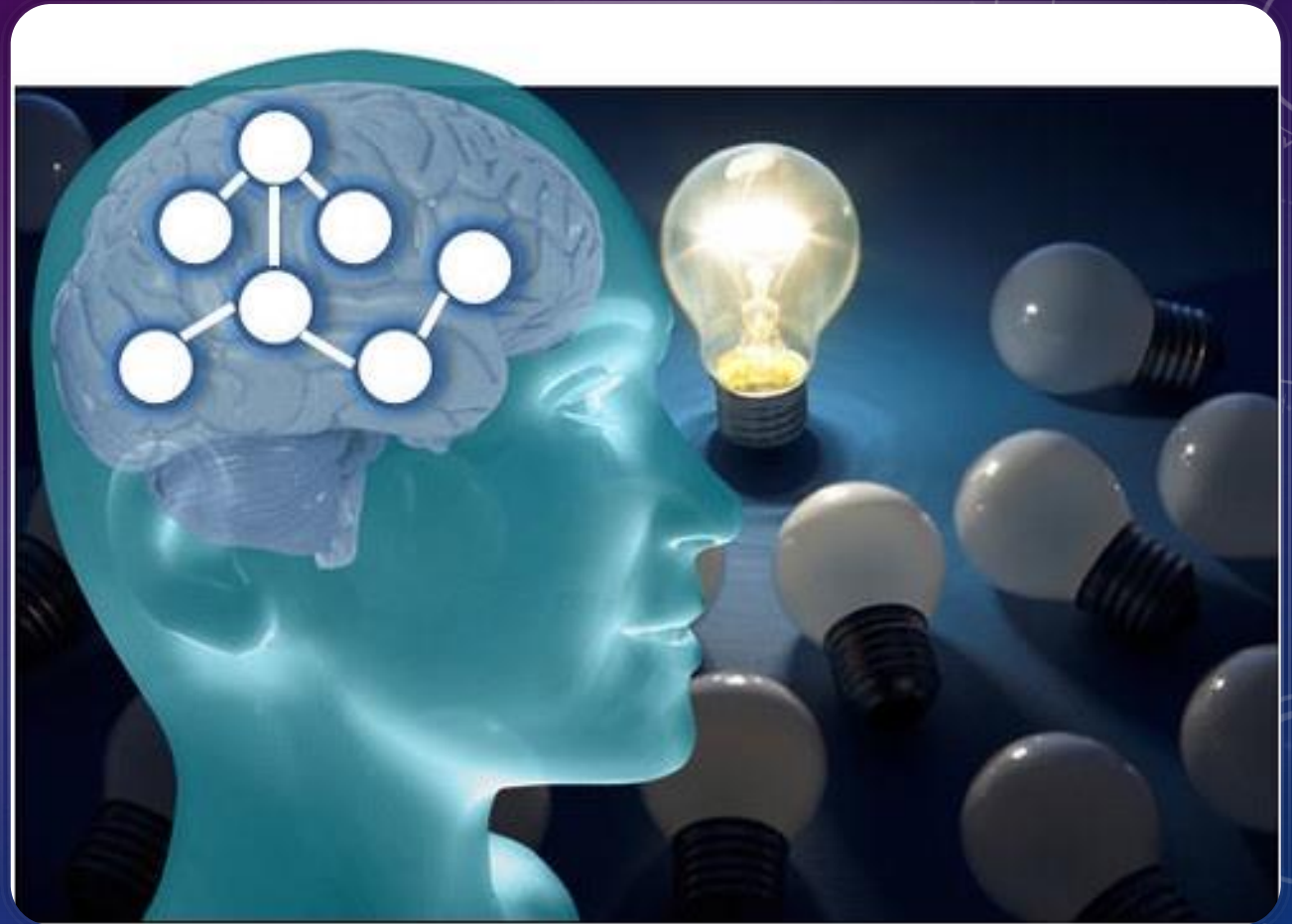


SO WHAT SHOULD WE DO? POINT OUT HOW BADLY  
SOMEONE IS SELF-ASSESSING?



# COGNITIVE BIAS:

- A limitation in our reasoning – so we misinterpret information from the world around us and come to a flawed conclusion.



## E.G. CONFIRMATION BIAS

- Helps us live with our decisions
- Becomes a problem when we misinterpret essential information and make an error as a result.



"I trust this site to tell the truth."





# SELF-EVALUATION IS BETTER WHEN:

- -Specific (not general)
- -Clear set of boundaries around what is expected (e.g. behavioral marker and competency tables)
- -Not aiming for 'accuracy', but aiming to learn from it
- -Best when others are giving input ie don't rely on self-evaluation alone!

# THREAT ERROR MANAGEMENT AND ASSERTION STATEMENT FRAMEWORK

- Team
- Can't see your own bias but you can usually see it in others.
- We need to be heard
- We also need to listen





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# INTELLECTUAL HUMILITY

Intellectual humility is the opposite of intellectual arrogance or conceit.

“Open-mindedness”

# INTELLECTUAL HUMILITY

## **Who?**

Anyone!

Regardless of political views, religion etc

## **What?**

Strong beliefs,  
BUT recognize fallibility, willing to be proven wrong

## **Why does it matter?**

Better at evaluating quality of evidence.  
Better at critical thinking.  
Safer team members

# CONVENTIONAL WISDOM = SELF-EVALUATE, CALL FOR HELP WHEN YOU NEED IT

- Evidence would say otherwise.
- Start with help, be open to input from others continually.
- Less likely to fall into the trap of believing your own blind spots.

# HOW COMFORTABLE ARE YOU WITH OTHER'S INPUT?

- When was the last time someone corrected you?
- How does it feel when someone points out a potential mistake of yours?
- Do you see input from others as a threat or as a learning opportunity?
- Do you speak up when you see potential errors, even when those closest to the action don't seem to see them?



# SELF- EVALUATION: QUESTIONS?

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