

Qualitative analysis 4/15/2020

1. Response to IAT

- a. Ok
- b. Counter-intuitive
- c. Doubted
- d. Surprised (2)
- e. Less surprising/consistent
- f. Did not expect to be that significant

definition implicit bias training p4

2. Barriers

- a. Time
- b. Expectations
- c. Medical system
- d. Judgmental/
- e. Hurry
- f. Efficient
- g. Frustration
- h. Uncomfortable

Harder to be honest w/ peers; small group; lack of anonymity

Unwilling vs buy-in (p4)

Training / timing \*

Tele-health  $\rightarrow$  Virtual (meeting goal specifically) COVID / constant change  
Wellness \* Burned out \*

Stigma (?)  
Divided priorities (p15)

3. Strategies

- a. Self-awareness - character, feelings, motives, desires
- b. Introspection - mental + emotional processes
- c. Challenge assumptions
- d. Mindfulness
- e. Empathy
- f. Individuation/patient in front of you/humanism
- g. Perspective-taking
- h. Rapport/interaction
- i. Listen
- j. Slowing down
- k. Open-ended questions

Acceptance ?

Wellness \*

At this point, most common were perspective-taking, mindfulness/slowng down, introspection

4. Assumptions/Biases / Prejudged

- a. Homebound
- b. Quality of Life
- c. Income/SES
- d. Age
- e. Hard of hearing
- f. Few resources
- g. Resistant to change \* / poor compliance / lack of self-care

Gender - as physician

Explicit bias

Obesity

Personal experience vs observational

~~Health~~ \* Religion \*

5. Impact statement (3 at this point) (how reflecting on bias test impacted home visit)

6. Person-centered (process)

7. Emotions

- a. Negative emotions (~~need to go back through those~~)

self-reflection (p5)

Bias through chart

Person

- b. Valuing/appreciation (is this home visit specific?)
- c. Comfort

HV value \*

Relaxing

- time

- humanism

- shared finding common ground

**Additions to Focus group questions:**

1. How do you describe/define mindfulness in this context? Is slowing down part of mindfulness or something separate? Reflection vs mindfulness?
2. Valuing/appreciation - is this home visit specific or having time to process the topics?

HV benefits

- more time

Mindfulness

o present

o self-awareness internal / external

o purposeful

o internal reflection

o neutral thoughts

Where/when should it be?

- earlier in training but not orientation