2018-05-03: Does Medicine Over-emphasize IQ?

Resources shared during the chat:

- Does Medicine Overemphasize IQ? [https://jamanetwork.com/journals/jama/fullarticle/2671354](https://jamanetwork.com/journals/jama/fullarticle/2671354)
- Emotional Intelligence: Use in Medical Education and Practice [https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2997248/](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2997248/)
- Emotional Intelligence Scale for Medical Students [https://www.researchgate.net/publication/230833582_Emotional_intelligence_scale_for_medical_students](https://www.researchgate.net/publication/230833582_Emotional_intelligence_scale_for_medical_students)
Armand Krikorian, MD @ENDOUNO 9 hours ago
This is the link for our article tonight https://t.co/vF59MCnZqN. #meded

A.J. Kleinheksel @AJKleinhex 9 hours ago
@GLBDallaghan @MedEdChat Good evening! I’m A.J., currently tweeting from Augusta, GA. #MedEd

Zachary L. Smith @ZachSmithGI 9 hours ago
Zach Smith, gastroenterology, Cleveland #meded

MedEd Chat @MedEdChat 9 hours ago
We will assume that all of your tweets are your own during this hour unless otherwise stated #meded

MedEd Chat @MedEdChat 9 hours ago
@ZachSmithGI Welcome to the chat! #meded

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
@AJKleinhex @MedEdChat Great to have you with us tonight! #meded

MedEd Chat @MedEdChat 9 hours ago
T1 about to come up in a few moments #meded

MedEd Chat @MedEdChat 9 hours ago
#meded Thanks for guest hosting tonight as well! https://t.co/xlPgmR32JH

Alliance4ClinEd @Alliance4ClinEd 9 hours ago
RT @ENDOUNO: This is the link for our article tonight https://t.co/vF59MCnZqN. #meded

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
RT @ENDOUNO: This is the link for our article tonight https://t.co/vF59MCnZqN. #meded

MedEd Chat @MedEdChat 9 hours ago
Topic 1: What is the value of EQ in patient care? Is it more important in some specialties than others? #meded

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
@MedEdChat T1 #meded "Emotional intelligence includes the ability to identify, understand and manage emotions to communicate effectively, empathize with others and be resilient" https://t.co/7fJrl8pKqD
For psychiatry, emotional intelligence is critical to relate to patients.

Emotional intelligence includes the ability to identify, understand, and manage emotions to communicate...

So that means in all disciplines of medicine!

Vitally important in patient care. I often feel like I provide the best care to the patients I emotionally connect with on some level. Not something we probably teach and emphasize to the level we should.

EI/EQ key to better relating to patients—> leads to better compliance

You betcha! (MN vernacular)
Are there disciplines of medicine where people think EQ is not important? Why?

T1: I would argue that even in disciplines with less patient contact, EQ is important to relate to consultants, families,...

https://t.co/vih0i6Qv9Z

I’m not convinced EQ matters all that much when it comes to learning. But I’m open to be convinced otherwise...

I suspect yes, where there is less direct interaction with pts. But all MDs/DOs interact with others members in their clinical microsystem (including learners)

Why do you say that?

If you're speaking of direct face to face patient care, then nope. It's important to varying degrees in all disciplines. Patients should be able to emotionally connect with someone doing a routine eye exam as much as someone doing their colonoscopy!
Anthony R Artino Jr @mededdoc 8 hours ago
@GLBDallaghan @Alliance4ClinEd @MedEdChat T1 #meded I’ve just never found the concept (or construct) of EQ to be all that predictive of anything when it comes to thinking and learning in #meded (or elsewhere, for that matter).

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@mededdoc @Alliance4ClinEd @MedEdChat T1 #meded Does it have to be predictive? Is this a skill that can truly be measured in a manner that predicts particular behavior?

Zachary L. Smith @ZachSmithGI 8 hours ago
@mededdoc @Alliance4ClinEd @MedEdChat T1 #meded respectfully disagree. The trainees I’ve seen have the most struggles with in their clinical medical education are those with low EI/EQ (and conversely extraordinarily high IQ). Becomes a problem not only relating to patients, but to colleagues, ancillary staff etc.

Armand Krikorian, MD @ENDOUNO 8 hours ago
@ZachSmithGI @MedEdChat @mededdoc @Alliance4ClinEd Good point. I have the same experience. Problem is that the ‘softer skills’ are the hardest to assess during the interviews #meded

Zachary L. Smith @ZachSmithGI 8 hours ago
@Alliance4ClinEd @MedEdChat @mededdoc T1 #meded Very true statement indeed

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
T1 #meded This article hints at why you can’t measure it as easily...and I respect that researcher in you immensely! https://t.co/QLop2NI4Lyhttps://t.co/87WcSD42fq

MedEd Chat @MedEdChat 8 hours ago
Topic 2: Is there a good measure of EQ that you use during medical school or residency interviews? #meded
RT @GLBDallaghan: T1 #meded This article hints at why you can't measure it as easily...and I respect that researcher in you immensely! http...

@MedEdChat8 hours ago
#meded https://t.co/GkPTFYhMKv

@ZachSmithGi8 hours ago
@mededdoc @GLBDallaghan @Alliance4ClinEd @MedEdChat Nice segue to T2 #meded

@GLBDallaghan8 hours ago
@MedEdChat T2 #meded Here you go @mededdoc This question is right up your alley! :)

@GLBDallaghan8 hours ago
@MedEdChat T2 #meded This article is a review identifying the challenges of measuring EQ @mededdoc https://t.co/AY6Ut7ZvqH

@AJKleinhex8 hours ago
@mededdoc @Alliance4ClinEd @MedEdChat T1 EQ will most likely not predict performance on summative assessments, but there is a correlation to resilience, which is relevant to persistence and wellbeing of learners. #MedEd

@ZachSmithGi8 hours ago
@MedEdChat T2 #meded Herein lies the problem. Such a short interaction. I've had many candidates that I got "bad vibes" from, but it's really tough to get a good sense of EQ during a half day interview

RT @GLBDallaghan: @MedEdChat T2 #meded This article is a review identifying the challenges of measuring EQ @mededdoc https://t.co/AY6Ut7Zv...

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@ZachSmithGi8 hours ago
@MedEdChat T2 #meded some people simply don't interview well. May be mistaken for low EQ when in fact its something completely different
Do you have any articles you could share on this?

‘If you can’t measure it, you can’t improve it’ (Donabedian)

This article is a review identifying the challenges of measuring EQ.

‘There are methodological difficulties associated with measuring EI in a medical arena. If, EI were to be used to select for medical school, there would be a real risk of including and excluding the wrong people’

Here is an article describing the validity evidence for their EQ scale.

I don't have any #MedEd articles on hand, but the one I was thinking of is from the Ed Leadership literature. K12 scholars jam out to that stuff.

Love it! USMEQ considered in addition to USMLE?
Abhay Dandekar @abhaydandekar 8 hours ago
@MedEdChat T2- we include parents in our pedi residency interview process - their comments/feedback are rich fodder! #meded #medx #MedEx

ADMSEP @admsep 8 hours ago
T2 #meded Here is another article with a different instrument for measuring EQ in #medstudents https://t.co/q9iD9sLw3B

K Dueck @AbootMedicine 8 hours ago
@mededdoc @GLBDallaghan @Alliance4ClinEd @MedEdChat T1 #meded Maybe time to have evals from nurses/other healthcare professionals that med students/residents work with to get feedback & perspective on interpersonal/interprof skills?

Alliance4ClinEd @Alliance4ClinEd 8 hours ago
RT @admsep: T2 #meded Here is another article with a different instrument for measuring EQ in #medstudents https://t.co/q9iD9sLw3B

MedEd Chat @MedEdChat 8 hours ago
RT @ENDOUNO: @GLBDallaghan @MedEdChat Love it! USMEQ considered in addition to USMLE? #meded

Zachary L. Smith @ZachSmithGI 8 hours ago
@AbootMedicine @mededdoc @GLBDallaghan @Alliance4ClinEd @MedEdChat T2 #meded we did this in our residency program. Some of it is quite eye opening.

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
T2 #meded This cross-sectional study has some interesting results that could probably be replicated @mededdoc https://t.co/NSdRfSMTkS

Justin @Justinrt4448 8 hours ago
T2 - The reflective nature of strong EQ does make it tough to measure, but one way is developing scenarios base on the adage of continuity of emotion when interacting with those who you dont objectively gain from, ie/how do interviewees interact with support staff? #meded
RT @Justinrt4444: T2 - The reflective nature of strong EQ does make it tough to measure, but one way is developing scenarios base on the ad...

RT @GLBDallaghan: T2 #meded This cross-sectional study has some interesting results that could probably be replicated @mededdoc https://t.c...

@ENDOUNO @MedEdChat Agree. So many anecdotes of interviewees negatively interacting with support staff. #meded

@MedEdChat In an increasingly patient-centred world, perhaps it helps with the satisfaction scores? :) #MedEd #HalfJoking T1

@GLBDallaghan T2 #meded Okay, so is the implication that we can (and should) increase a given trainees’ EI, thereby improving important outcomes? Of course, another conclusion from a study like this is that the causal arrow goes in the other direction...

@AbootMedicine @mededdoc @GLBDallaghan @Alliance4ClinEd @MedEdChat T2 #meded We allowed the floor RNs to eval residents and their reviews were given to charge nurses who reported to us as chiefs and PDs

Topic 3: If you had to pick one, IQ or EQ? Why? #meded

T2 As we continue to acknowledge the limits of psychometric tests (including bias) and assessments of the affective domain, it becomes increasingly important to identify and define priorities and then triangulate admissions materials accordingly. #MedEd

RT @AJKleinhex: T2 As we continue to acknowledge the limits of psychometric tests (including bias) and assessments of the affective domain,....

Absolutely and it really is a pure emotional test of a quality applicant (and human for that matter). #meded
MedEd Chat @MedEdChat 8 hours ago
RT @mededdoc: @GLBDallaghan T2 #meded Okay, so is the implication that we can (and should) increase a given trainees’ EI, thereby improving...

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@MedEdChat T3 #meded I would have to go with EQ. #meded is a lifelong process but how one does on an examination is a poor measure of ability to interact with humans. Seen too many #medstudents who can ace an exam but have the people skills of a rock.

Justin @Justinrt4444 8 hours ago
T3 - It may have been said already, but we can teach content much much easier than where-with-all. EQ>IQ #meded #EQ https://t.co/zUYiIQ6TII

MedEd Chat @MedEdChat 8 hours ago
RT @Justinrt4444: T3 - It may have been said already, but we can teach content much much easier than where-with-all. EQ>IQ #meded #EQ https...

Justin @Justinrt4444 8 hours ago
*wherewithal thanks @Google #meded

A.J. Kleinheksel @AJKleinhex 8 hours ago
@MedEdChat T3 This is a Solomon-splitting-the-baby situation right here. #MedEd https://t.co/fgsqna8Ku3

Armand Krikorian, MD @ENDOUNO 8 hours ago
@MedEdChat Instant #meded poll: IQ or EQ?

MedEd Chat @MedEdChat 8 hours ago
RT @AJKleinhex: @MedEdChat T3 This is a Solomon-splitting-the-baby situation right here. #MedEd https://t.co/fgsqna8Ku3

MedEd Chat @MedEdChat 8 hours ago
#meded https://t.co/SnqE6zNCFf

Petra Dolman @petradMD 8 hours ago
RT @ENDOUNO: @MedEdChat Instant #meded poll: IQ or EQ?

MedEd Chat @MedEdChat 8 hours ago
RT @ENDOUNO: @MedEdChat Instant #meded poll: IQ or EQ?
Derek Monette @DerekMonetteMD 8 hours ago
RT @Justinrt4444: T2 - The reflective nature of strong EQ does make it tough to measure, but one way is developing scenarios base on the ad...

Tom Cooney @PDX_Tom 8 hours ago
T3: #meded Above a certain threshold of IQ, give me > EQ. And our current standardized tests give no insight into EQ, even rewarding IQ at EQ's expense.

Stephanie Starr @StephRStarr 8 hours ago
T3: Patients deserve minimum magnitude of both in #MedEd. Like pass fail USMLE Step 1? (that’s for you, @GLBDallaghan) https://t.co/ADixOaj349

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@StephRStarr T3 #meded And I appreciate that very much.....as does @myheroistrane #makeUSMLEPassFail

Rachel Lewin @MedEdUnicorn 8 hours ago
@LAS_Inc_ I personally think that integrating teaching of communication & technical skills in #meded, as well as normalizing the experience of having feelings/being impacted by clinical work, could go a long way in #meded #LASMedical

MedEd Chat @MedEdChat 8 hours ago
RT @StephRStarr: T3: Patients deserve minimum magnitude of both in #MedEd. Like pass fail USMLE Step 1? (that’s for you, @GLBDallaghan)...

Petra Dolman @petradMD 8 hours ago
@MedEdChat A3: I would have 2 go with EQ. #medicine is so much more then IQ. U need EQ to succeed with #PatientCare, #teamwork and #worklifebalance. Your EQ can be the difference between a patient trusting you and them not. Huge factor in patient-provider relationship success #meded #hcldr

Petra Dolman @petradMD 8 hours ago
RT @Justinrt4444: T3 - It may have been said already, but we can teach content much much easier than where-with-all. EQ>IQ #meded #EQ https...

Abhay Dandekar @abhaydandekar 8 hours ago
@MedEdChat T3- EQ essential for putting IQ into action appropriately #meded

MedEd Chat @MedEdChat 8 hours ago
RT @petradMD: @MedEdChat A3: I would have 2 go with EQ. #medicine is so much more then IQ. U need EQ to succeed with #PatientCare, #teamwor...
**Abhay Dandekar** @abhaydandekar 8 hours ago
@MedEdChat: 
T3- EQ essential for putting IQ into action appropriately #meded

**Gary Beck Dallaghan** @GLBDallaghan 8 hours ago
RT @abhaydandekar: @MedEdChat 
T3- EQ essential for putting IQ into action appropriately #meded

**Stephanie Starr** @StephRStarr 8 hours ago
@MedEdChat @abhaydandekar Well said! #meded

**Alliance4ClinEd** @Alliance4ClinEd 8 hours ago
RT @abhaydandekar: @MedEdChat 
T3- EQ essential for putting IQ into action appropriately #meded

**Loren** @lorenlas18 hours ago
RT @MedEdUnicorn: @LAS_Inc_ I personally think that integrating teaching of communication & technical skills in #meded, as well as normaliz...

**MedEd Chat** @MedEdChat 8 hours ago
We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded

**Gary Beck Dallaghan** @GLBDallaghan 8 hours ago
@MedEdChat Finial thoughts....@abhaydandekar summed it up nicely that EQ is essential for putting IQ into action. #meded

**Petra Dolman** @petradMD 8 hours ago
@MedEdChat A2: My med school interviews used the multiple mini interview format to try to suss out elements of EQ like communication skills, collaboration etc. https://t.co/TPCACW6vwD #meded

**Anthony R Artino Jr** @mededdoc 8 hours ago
@petradMD @MedEdChat Are EI and IQ strongly correlated? I would guess they probably are... #MedEd

**Abhay Dandekar** @abhaydandekar 8 hours ago
@MedEdChat Final thoughts- EQ is woven into all skills and perhaps a common thread when attaining competency and translating progressively into entrustment! #meded

**Ian Pereira** @IanJPereira 8 hours ago
@Justinrt4444 As part of our #CBME assessments, we're piloting 360-degree feedback forms from support staff and patients. Not clear where the evidence is from, but it is an incentive! #MedEd T2
RT @abhaydandekar: @MedEdChat Final thoughts- EQ is woven into all skills and perhaps a common thread when attaining competency and transli...

Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded

RT @mededdoc: @petradMD @MedEdChat Are EI and IQ strongly correlated? I would guess they probably are... #MedEd

I really love #MedEd chat but is there a possibility that it might ever get moved back an hour? Or even half an hour? I'm asking for a friend. A friend who also routinely falls asleep by 9:20pm.

RT @GLBDallaghan: @MedEdChat Finial thoughts....@abhaydandekar summed it up nicely that EQ is essential for putting IQ into action. #meded

That could make for an interesting study that I have not really seen.

That's a wrap...Big thanks to @ENDOUNO for guest hosting tonight! I will be posting the archive tomorrow morning. Thanks everyone for participating! #meded

Yet most of selection criteria consider measures such as test scores, publications,... and less emphasis is put on EQ. #meded

Yet most of selection criteria consider measures such as test scores, publications,... and less emphasis...

Positively or negatively?
Ian Pereira @IanJPereira 8 hours ago
@MedEdChat I wonder if this question may suffer from selection bias - I would imagine many of us went through an IQ-based medical system :) #EQtoo#MedEd T3

Anthony R Artino Jr @mededdoc 8 hours ago
@Justintr4444 @MedEdChat T3 #meded I think the more important questing is — can we even teach EQ? I’m not convinced we can. In which case, does it all come down to selection?

Celeste Royce @croyce628 8 hours ago
RT @ENDOUNO: @petradMD @MedEdChat Yet most of selection criteria consider measures such as test scores, publications,... and less emphasis...

Petra Dolman @petradMD 8 hours ago
@MedEdChat A1: EQ is invaluable in patient care. The greater our EQ the better our patient care. I think we like to think that maybe EQ is more for #primarycsre specialties, but we need safe and emotionally conscious physicians in all areas of medicine #meded https://t.co/P6hJasKkse

Anthony R Artino Jr @mededdoc 8 hours ago
T3 #meded I’ll take generalized intelligence (g) any day of the week!

Anthony R Artino Jr @mededdoc 8 hours ago
T3 #meded — typo, meant to say general intelligence!

Linda Snell @LindaSMedEd 8 hours ago
RT @drjfrank: A very rational description of #Meded career paths. https://t.co/Y0xEsfl8c2

Kathleen Wong @BloodyKleio 8 hours ago
RT @ZachSmithGI: @mededdoc @Alliance4ClinEd @MedEdChat T1 #meded respectfully disagree. The trainees I’ve seen have the most struggles with...

Kathleen Wong @BloodyKleio 8 hours ago
RT @Alliance4ClinEd: @ZachSmithGI @MedEdChat @mededdoc T1 #meded Isn’t this shift toward evaluating "softer" skills in #meded summed up in...

Petra Dolman @petradMD 7 hours ago
@mededdoc @MedEdChat I would assume that components of IQ and EQ are correlated, ie verbal comprehension/processing, attention etc as these are some of the faculties a person needs to use to put EQ in action; however, I assume that personality also probably plays a role in how this manifests #meded