

## Person Impact Factor Scale

Name of Resident \_\_\_\_\_ Name of Faculty Rater \_\_\_\_\_

Level	Wind Description	Description of Learner in Environment	Cost <sup>1</sup>	Intervention suggested
0	Calm/light air	Integrates easily into the environment without guidance or intervention. (Rare)	Very low	Reinforcement
1	Light/moderate breeze	Requires normal/acceptable amount of guidance to integrate into the environment. (Most common)	As one would normally expect for a learner in this environment	Continued guidance with expectation of being able to “fade” by the end of the experience
2	Strong breeze	Requires firm or repeated guidance to integrate into the environment. (Somewhat common)	Higher than expected, but within acceptable limits. Requires some formal notice and resident response.	Initial “Cup of coffee” intervention. Explicit notice of problem with understanding that it will be addressed.  Point to resources as appropriate.
3	Gale	Creates difficulties in environment, despite repeated correction. (Rare)	Much higher than expected. Will wear out resources if problems are not addressed.	Provide notice of problem, opportunity to fix (if academic) or respond (if misconduct). Provide timeframe for addressing, follow institutional/programmatic policies for decision making.  Point to resources as appropriate.
4	Hurricane	Impossible to integrate into the environment. (Very rare)	Unacceptably high. Depleting resources.	Follow due process policies to proceed to dismissal. Early recognition and action is advisable.

<sup>1</sup> Cost refers to faculty, staff, other resident time, energy, good will, enthusiasm.

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