

# Development of Podcasts As A Training Tool for Improving Self-Efficacy of Genetic Counseling Clinical Supervisors: A Pilot Study

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## Background

- Effective clinical supervision is paramount to successful training of new genetic counselors and is a requirement of accredited genetic counseling programs.
- The literature supports the significance of supervision in the professional development of genetic counseling trainees, yet the majority of supervisors report utilizing trial and error as their main method of practice (Atzinger et al. 2014).
  - Other methods reportedly utilized: feedback from students, consulting with colleagues, following methods from past supervisors
- There is interest from clinical supervisors for formalized training, but studies have reported barriers of accessibility (Lindh et al., 2003), highlighting the need for additional strategies and techniques.
- In a growing digital age, podcasts have emerged as a useful educational tool.
- In 2019, a podcast series of 4 episodes (~25 minutes) each was developed by previous Arcadia MSGC student Rebecca Padersky
- Podcast content: interviews between Rebecca Padersky, MS, LCGC and psychologist Ian MacFarlane, Ph.D. covering 4 clinical supervision competencies:

Student anxiety	Establishing a supervisory working alliance (SWA)
Goal-setting with students	Providing effective feedback to students

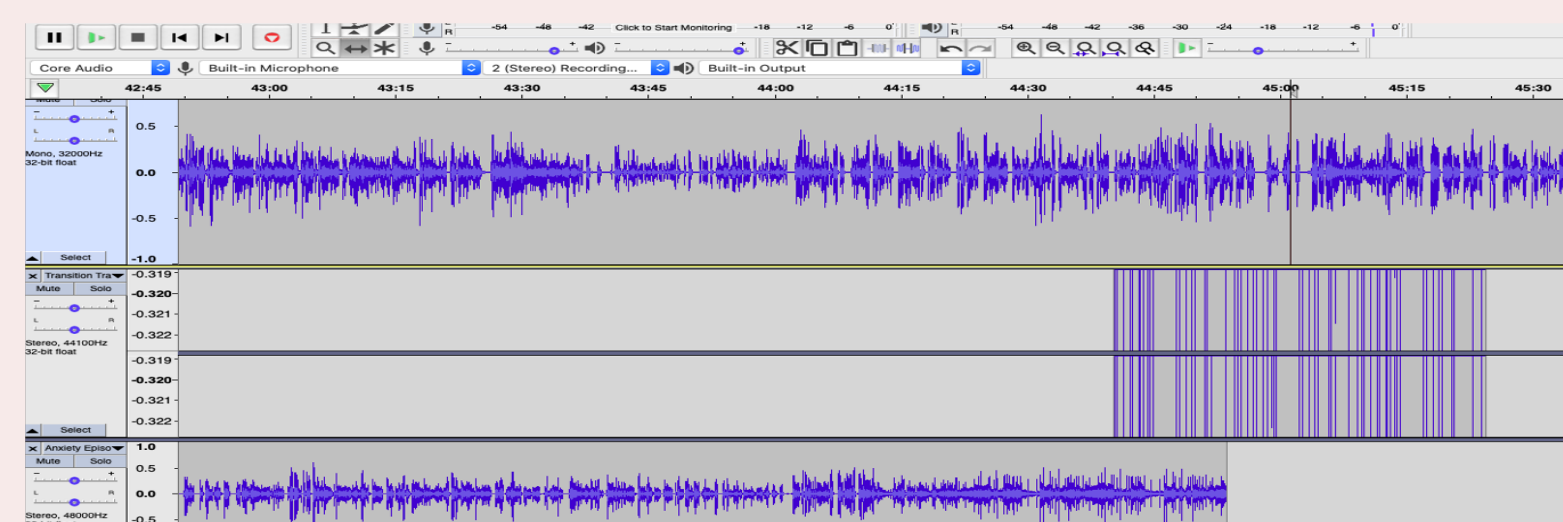
- Evaluations of these episodes highlighted the need for additional material focused on direct experiences of supervisors employing these techniques.

## Study Aims/Goals

- To further develop the podcast episodes and evaluate their readiness for larger-scale testing as an intervention to improve supervision self-efficacy in genetic counselors.
- Implement feedback from Rebecca's study to include
- Recruit current clinical supervisors to create additional podcast content, sharing their personal experiences.
- Edit additional podcast segments and merge with original episodes to create 4 longer podcast episodes.
- Obtain feedback to see if further changes need to be made.
- Gauge interest in podcasts as a training tool among genetic counselors.

## Methods

- Invited 60 recipients of the AGCPD Outstanding Supervisor Award from 2017-2019 to participate in additional podcast segments (8 agreed to participate).
- Recorded ~60-90 minute conversations amongst supervisors.
- The new podcast content was edited via Audacity software to be ~20 minutes in length, highlighting the most salient points of discussion between the participating supervisors.
- The edited segments were then merged to the original episodes, resulting in 4 episodes that are ~45 minutes each in total.
- A REDCap survey was distributed to clinical supervisors for the University of Pennsylvania MSGC Program for feedback, consisting of a pre-survey, a link to 1 of 4 podcast episodes, and a post-podcast survey



Audacity editing software for podcast clips.

## Results

- n=5 clinical supervisors reviewed episodes and provided feedback via a REDCap survey
  - n=10 responses to the pre-podcast survey, but n=5 responses to both the pre and post-podcast survey
- Inferential analyses were not conducted due to small sample, but preliminary results support the utility of the episodes and did not suggest major revisions were needed.
- Average self-efficacy scores for skills covered in the episodes generally increased after listening (though modestly: ~0.3), as did willingness to supervise students in the future.
- Written feedback was overwhelmingly positive.

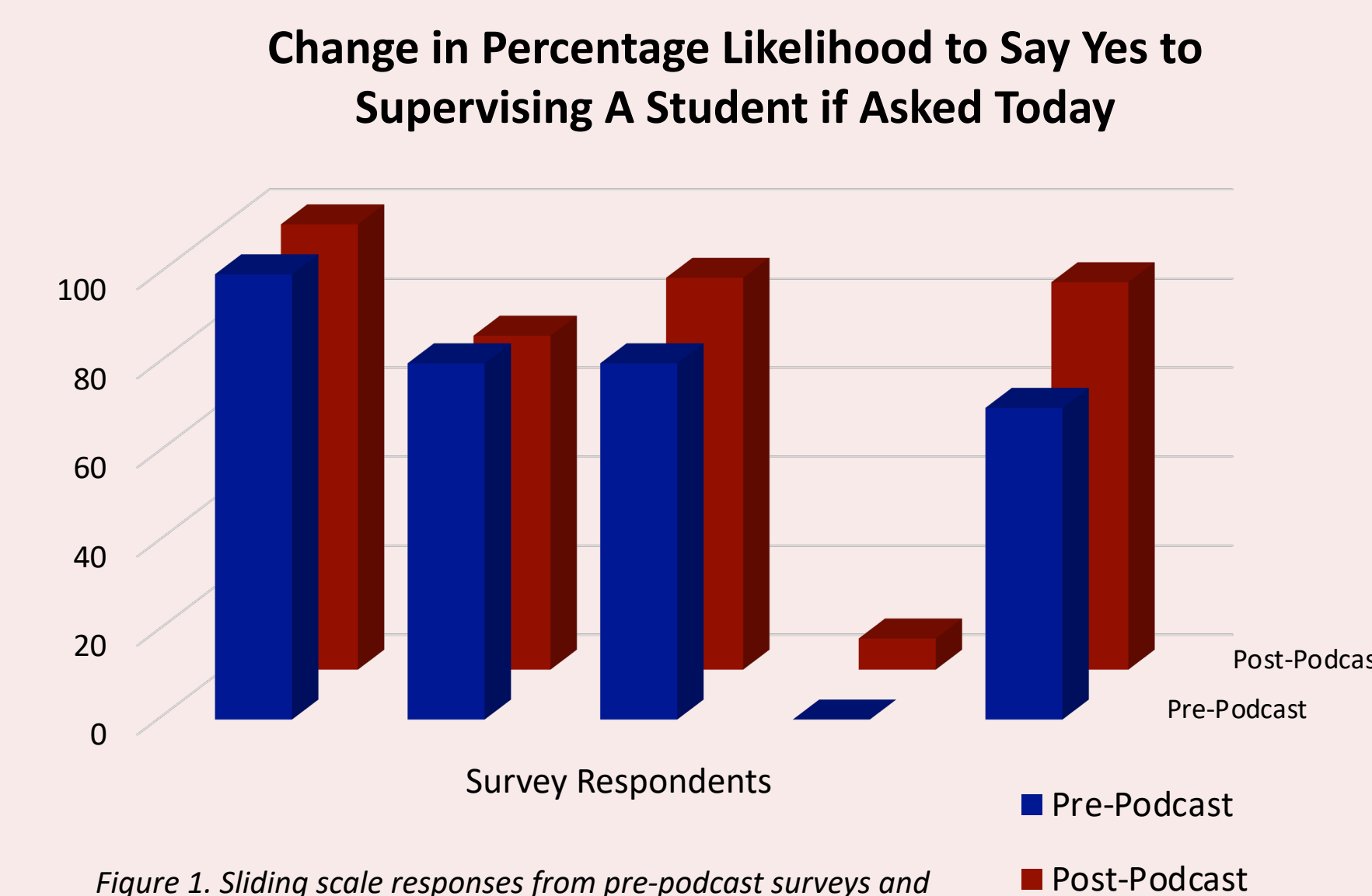


Figure 1. Sliding scale responses from pre-podcast surveys and post-podcast surveys, depicting percentage likelihood to say yes to supervising a student

Age (years)	Podcast Episode Topic	Identified Gender	Reported Ethnicity	Specialty	Years Experience as a GC	Years Supervising	Number of Students Supervised Annually
30	SWA	female	white	prenatal	7	7	3
31	Anxiety	female	white/middle eastern	cancer	7	5	2
30	SWA	female	caucasian	Cancer	3.5	1	0
27	SWA	female	caucasian	cancer	1	0	0
29	Anxiety	female	white	prenatal	2.5	2.5	3

Table 2. Demographic data from the pre-podcast survey.

Podcast Utility
Yes, 2-3 times per week
Yes, ~5 days a week
Yes, Used to listen to very regularly with commute-morning routine
Yes, every day on my commute
Every now and then

Table 1. Responses to frequency of podcast utility question in pre-podcast survey

## Listener Feedback (survey responses)

**Do you feel that listening to the podcast improved your competency as a supervisor? Why or why not?**

*"Yes. I feel the supervisor working alliance is a topic we should all reflect on from time to time to explore how we can better collaborate with our students."*

*"Yes - the podcast was very useful in laying down a framework in how to think about the student-supervisor relationship. I liked some of the examples discussed and will use these techniques in the future."*

**What do you feel are the pros and cons of using a podcast as a training tool for supervisors?**

*"The pros of a podcast are that you can listen at your own speed on your own time and go back to it when you feel like you need a refresher. For me, I like to reflect while I'm on a walk or in my car and podcasts give me the space to be able to take that topic with me, whereas something like a book or article requires a different practice. I think a con potentially is learning style, for some listening is not as effective as having text in front of them to highlight and go back to."*

**Would you be interested in a full series of podcasts about supervision skills? If yes, what topics would you listen to a series about?**

*"Yes. I think professional development and supervision within genetic counseling is a space where we all need more content. So I would love to have a series focused on tools to help students, working with millennials, ways to empower peer relationships, etc."*

## Discussion

- The project was successful in demonstrating the feasibility of a 2-part podcast as a means of training or education for clinical supervisors
- Supervisors recruited for the newer episode segments, expressed great enthusiasm and satisfaction having participated in discussion surrounding competencies in clinical supervision
- While limited, the feedback we received included information that each individual was familiar with using podcasts, which spoke to the utility this media platform
  - Feedback respondents were younger (<31 years old), which is reflective of the range for age of practicing counselors at this time and could be a factor in podcast interest
- Goals of expanding the podcast episodes based on previous feedback were achieved, resulting in 4 final episodes that may lay a framework for future episode series addressing additional PBCs
- The podcast completion has laid a foundation for future data collection, with hopes of both quantitative and qualitative analysis that may demonstrate effectiveness at improving self-efficacy in clinical supervisors
- As the need for fieldwork supervisors has been identified as one of the limiting factors in program growth (Lazovsky & Shimoni, 2005), developing supervisory capacity should be a priority for genetic counseling. This method of delivering educational material could also be adapted for other practice areas and increase flexibility for obtaining continuing education units.

## Limitations

### Troubleshooting REDCap Survey Program

- Platform could not support intention to randomly distribute podcast episodes to survey participants
- Complications resulted in a smaller sample size/smaller scale distribution

### Limitations of Pilot Study

- There were qualitative and quantitative data collected in the survey, but the sample size was too low to make broad conclusions regarding the podcasts' effectiveness
  - Survey included demographic data, open responses, and a Likert scale assessing confidence in various supervision competencies, as a means to measure self-efficacy before and after listening to the podcasts

## Future Directions

- Project continuation by student Corinne Zrada at the University of Pennsylvania MSGC Program.
- Refinement of survey methodology (Ex: utilizing a more user-friendly platform for the survey).
- Larger effectiveness trial of the episodes to better evaluate supervision self-efficacy.
  - Ex: Collect larger sample of survey responses and conduct focus groups
- Distributing the episodes and survey out to the NSGC listserv.
- Producing more training opportunities for genetic counseling clinical supervisors.
- If these episodes are effective, we may be able to encourage more genetic counselors to start supervising and improve the practice of those already doing so.

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