**SCENARIO: JANE**

Jane is a mature age learner who is currently enrolled in a Post Graduate Diploma in Mental Health and undertaking placement in a busy clinical environment. She is being supervised by Ron who has worked in the department for three years and has been supervising students for the past two years. He enjoys usually working with students but on this occasion he is having difficulty working with Jane.

The issues centre on Jane responding very slowly to his directions which he feels are inappropriate in what is a high acuity and time critical environment. She also appears to be stressed: sweating profusely at times and responding loudly in a negative way to his directions. In addition, Jane needs to be told every new instruction 3-4 times, and then takes several tries before she masters the given task. Some tasks are never mastered.

Jane also appears to refuse to take on any of Ron’s advice, preferring to “do it her own way”. Unfortunately, she has had a few incidents of either near misses or negative situations as a result.

Ron tries to change his approach by allowing her more time to get organised and providing her with additional resources, however, he thinks Jane has no insight into her behaviour. She flatly denies being nervous but he finds this difficult to believe as he has never met someone who was not nervous initially in such a busy work place.

* What are the issues?
* What would you say to Jane?
* What will you do next?

**Further information: Jane**

More incidents have occurred and Jane has required a formal caution, both verbally and in writing.

After the latest near-miss incident Jane breaks down and cries. She tells Ron she has an acute anxiety disorder and that she has just begun treatment before coming down to the placement. She has been prescribed medication for the condition and is practicing a self-management strategy.

* What are the issues for Ron as Jane’s supervisor?
* What would you do now?
* Develop a script that could be used to address this situation.
* Rehearse the script in preparation for sharing with the group.