

PROFESSIONALISM

Prepared for the Basics Program for New Faculty

Domains of Professionalism



Clerkship professionalism evaluation form, Temerty Faculty of Medicine, University of Toronto

Twelve Themes that Define Professionalism: (highlights):

- The physician knows his or her limits of clinical competence and seeks help appropriately
- The physician demonstrates respect for patients in all ways, maintains appropriate boundaries, and is committed to patient well-being.
- The physician demonstrates respect for colleagues and team members
- The physician displays a commitment to personal health and seeks balance between personal life and professional responsibilities

Barriers to giving feedback about unprofessional behaviour:

Lack of **opportunity** for discussion
Lack of **sympathy** for learner stress
Ineffective and **unpleasant** interactions
Feedback is **hard** to give
"People can't **change**"
Fear of poisoning the **atmosphere**

How to approach a collegial conversation:

1. Create safety
2. Identify a learning issue
3. Explore context and motivation
4. Clarify learning issues
5. Take action where possible and appropriate
6. Reflect on the collegial conversation

"We learn Professionalism most powerfully in the hidden curriculum...[as] a set of influences that function at a level of [personal/inter-personal] organizational structure and culture"

References:

Papadakis MA, Teherani A, Banach MA, Knetter TR, Rattner SL, Stern DT et al. Disciplinary action by medical boards and prior behavior in medical school. *N Engl J Med* 2005; 353(25) 2673-2698
Burack J, Irby D, Carline J, Root R, Larson, B. Teaching Compassion and Respect, *Journal Gen Internal Medicine*, 1999 January; 14(1) 49-55

