



# T2 - Teaching the Professional Role



CanMEDS Professional



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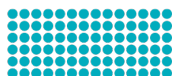
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# Objectives and Agenda

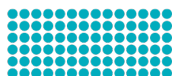
1. Recognize the process and content of Professional Role
2. Apply professionalism skills to examples from everyday practice
3. Develop a personal professionalism resource for everyday practice





# Why the Professional Role matters

1. Patients expect their physicians to provide high-quality, safe medical care.
2. Being a professional is central to being a physician and requires active effort to evolve into a specialist.
3. Professional behaviour is central to patient safety and effectiveness in team-based care.
4. The resilience, wellness and self-care of a physician impacts their patients' care, their co-workers and the health system, requiring the need to manage the demands of work/practice while also attending to personal health activities and constructive coping skills.





# The details: What is the Professional Role

As Professionals, physicians are committed to the health and well-being of individual patients and society through ethical practice, high personal standards of behaviour, accountability to the profession and society, physician-led regulation, and maintenance of personal health.





## Recognizing Professional Actions

- Behaving
- Fulfilling
- Trusting
- Respecting
- Self regulating

## Recognizing Professional Topics

- Balance
- Boundaries
- Commitment
- Conflict of interest
- Ethics, Ethical Issues
- Honesty
- Identity
- Integrity
- Reliable
- Resilience
- Responsibility
- Societal need
- Social Contract
- Society's expectations
- Standards
- Trustworthiness
- Wellness





# Key terms for the Professional Role

- Boundaries
- Fiduciary relationship
- Social contract
- Hidden curriculum
- Emotional intelligence
- Self-efficacy
- Wellness
- Resilience
- Burnout
- Self-care
- Fatigue management





# Professional means showing commitment to:

- patients
- society
- profession
- self







# Important to know about professionalism

1. Professionalism has multiple factors that can be taught:
  - individual factors (i.e. behaviour and cognitive processes);
  - interpersonal factors (i.e. process or effect of providing patient care with others); and
  - context factors (i.e. variations and expectations in interactions within or across individuals, institutions, specialties, cultures, countries).
2. Focus on actively demonstrating positive professional behaviours.
3. Physicians need to demonstrate the importance of their own personal health, wellness, and resilience.





## Skills for residents to master in developing their identity as a physician in your specialty are:

1. Learning the language
2. Learning to live with ambiguity
3. Learning to play the role
4. Learning the hierarchy and power relationships





# Label the BEHAVIOUR

Avoid judging the person





# Positive Professional Characteristics

## A. Clinical competency

1. Excellent knowledge and skill
2. Effective communication
3. Sound clinical reasoning

## B. Personal qualities

4. Compassionate and caring
5. Honesty and integrity
6. Enthusiastic for the practice of medicine
7. Effective interpersonal skills
8. Commitment to excellence
9. Collegial
10. Demonstrates humour





# Negative Professional Characteristics

## A. Clinical competency

1. Deficient knowledge and skill
2. Ineffective communication
3. Poor clinical reasoning

## B. Personal qualities

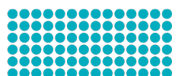
4. Insensitive to patients' suffering
5. Lapses in honesty and integrity
6. Dissatisfaction with the practice of medicine
7. Ineffective interpersonal skills
8. Acceptance of mediocre results
9. Lack of collegiality
10. Humourless approach





# Worksheet T3

Professionalism Scenarios and Case Discussion





# Use role modelling to improve professional behaviour

1. Active observation of role model
2. Making the unconscious conscious
3. Reflection and abstraction
4. Translating insights into principles and action
5. Generalization and behaviour change





# Constructive coping skills

Constructive coping skills include:

- Positive reframing
- Finding meaning in work
- Focusing on what is important in life
- Maintaining a positive outlook and attitude towards work
- Embracing an approach that stresses work-life balance







# Wellness responsibilities

1. Only care for patients when well enough to do so
2. Be aware of their own health, including recognizing when not well enough to provide competent care
3. Obtain help in order to ensure their own wellness
4. Adjust their practice to ensure that patients can and do receive appropriate care
5. Recognizing limits imposed by fatigue, stress or illness and taking care to ensure a healthy work-life balance
6. Avoid self-treatment





# Personal health activities

Personal health activities are associated with lower rates of burnout and improved quality of life

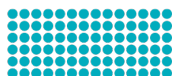
- Weekly aerobic and weight training to recommended levels
- Annual visits to primary care provider (i.e. family physician)
- Routine required health screening practices





# Resilience, wellness and self- care

1. Have a family doctor
2. Sleep right
3. Eat well
4. Exercise regularly
5. Stay connected





# Signs of concern about wellness

- Sudden or trend for isolation or absence such as not showing up for work, rounds, meeting, assignments
- Mood swings, teary, unusual or easily irritated or frustrated
- Often late to work or late with assignments
- More absences than is usual or typical
- Dishevelled, unkempt or loss of attention to self and grooming
- Appearance or suspicion of over consumption of alcohol or other substances





# Objectives

1. Recognize the process and content of Professional Role
2. Apply professionalism skills to examples from everyday practice
3. Develop a personal professionalism resource for everyday practice





# References

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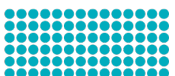
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# Other Slides







# Professional Key Competencies

Physicians are able to:

1. Demonstrate a commitment to patients by applying best practices and adhering to high ethical standards
2. Demonstrate a commitment to society by recognizing and responding to societal expectations in health care
3. Demonstrate a commitment to the profession by adhering to standards and participating in physician-led regulation
4. Demonstrate a commitment to physician health and well-being to foster optimal patient care





# Professional Key Competency 1

Physicians are able to:

1. Demonstrate a commitment to patients by applying best practices and adhering to high ethical
  - 1.1 Exhibit appropriate professional behaviours and relationships in all aspects of practice, demonstrating honesty, integrity, humility, commitment, compassion, respect, altruism, respect for diversity, and maintenance of confidentiality
  - 1.2 Demonstrate a commitment to excellence in all aspects of practice
  - 1.3 Recognize and respond to ethical issues encountered in practice
  - 1.4 Recognize and manage conflicts of interest
  - 1.5 Exhibit professional behaviours in the use of technology-enabled communication





# Professional Key Competency 2

Physicians are able to:

2. Demonstrate a commitment to society by recognizing and responding to societal expectations in health care
  - 2.1 Demonstrate accountability to patients, society, and the profession by responding to societal expectations of physicians
  - 2.2 Demonstrate a commitment to patient safety and quality improvement





# Professional Key Competency 3

Physicians are able to:

3. Demonstrate a commitment to the profession by adhering to standards and participating in physician-led regulation
  - 3.1 Fulfill and adhere to the professional and ethical codes, standards of practice, and laws governing practice.
  - 3.2 Recognize and respond to unprofessional and unethical behaviours in physicians and other colleagues in the health care profession
  - 3.3 Participate in peer assessment and standard-setting





# Professional Key Competency 4

Physicians are able to:

4. Demonstrate a commitment to physician health and well-being to foster optimal patient care
  - 4.1 Exhibit self-awareness and manage influences on personal well-being and professional performance
  - 4.2 Manage personal and professional demands for a sustainable practice throughout the physician life cycle
  - 4.3 Promote a culture that recognizes, supports, and responds effectively to colleagues in need

