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# *PROFESSIONALISM IN MEDICINE*

## *Part I*

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DEPARTMENT OF MEDICINE



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# ACGME General Competencies

1. Patient Care - compassionate, appropriate and effective
  2. Medical knowledge - applying to patient care
  3. Practice Based Learning and Improvement
  4. Interpersonal and Communication Skills
  5. Systems - Based Practice
  6. **Professionalism**
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# ACGME General Competencies

Professionalism: Manifested through a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population.

ACGME Bulletin, October 1999





# Example of Evaluation Form for Determining Clinical Competence

1. Clinical Judgment
  2. Medical Knowledge
  3. Clinical Skills - Medical interviewing
  - 4. Humanistic Qualities**
  - 5. Professionalism**
  6. Medical Care
  7. Overall Clinical Competence
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# Humanistic Qualities

## Unsatisfactory:

Lacks integrity, respect, compassion, empathy; abuses trust; insensitive, poor rapport with patients and families

## Superior:

Demonstrates integrity, respect, compassion, and empathy for patients, establishes trust; primary concern is for the patients welfare; maintains excellent rapport with patients and families.






# Professionalism

## Unsatisfactory:

Lacks altruism, accountability, integrity, commitment to excellence, duty, service, honor; disrespectful to other health care professionals; irresponsible; unreliable; not punctual; ineffective communicator; disruptive; disorganized; records tardy and/or illegible.

## Superior:


Aspires to altruism, accountability, excellence, duty, service, honor, integrity and respect for others; is responsive, reliable, punctual, and cooperative; displays initiative; provides effective leadership; maintains legible and timely records





# Project Professionalism

ABIM, in 1995, published a document titled Project Professionalism. Four major categories of professionalism:

1. Physician Accountability
  2. Humanistic Qualities
  3. Physician Impairment
  4. Professional Ethics
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# ABIM - Professional Ethical Behavior

## 1. Physician Accountability

- needs of patients placed ahead of ones self-interest
- maintaining a commitment to scholarship
- applying appropriate judgement, art, and values learned from mentors and role model clinicians
- service to one's community

ABIM Project Professionalism. et al



# ABIM - Professional Ethical Behavior

## 2. Humanistic Qualities

- welfare of patients is the residents primary professional concern
- demonstrate qualities of integrity, respect, compassion,.... and sensitivity to the patient's needs
- appropriate professional attitude and behavior towards colleagues
- these attributes should be emphasized in a program and evaluated by faculty, peers, and others during clinical encounters

# ABIM - Professional Ethical Behavior

## 3. Physician Impairment

- Residents (physicians) must be instructed in the recognition and management of impairment including substance abuse, alcohol, depression, dementia, and other mental, emotional and physical disorders in their peers as well as the principles and methods of active intervention (Campus Assistance Program)

ABIM Project Professionalism. et al

# ABIM - Professional Ethical Behavior

## 4. Professional Ethics

- Training programs must demonstrate a high standard of moral and ethical behavior within the clinical setting as expected by the medical profession
- “Professional environment”

ABIM Project Professionalism. et al.



## The Elements of Professionalism required of physicians are:

1. Altruism
2. Accountability
3. Excellence
4. Duty
5. Honor and Integrity
6. Respect for others





# Elements of Professionalism (ABIM)

## 1. Altruism


- the “essence” of professionalism
- the best interests of patients, not self-interest, is the rule





# Elements of Professionalism (ABIM)

## 2. Accountability

- to patients - for fulfilling the implied contract governing the physician patient relationship
  - to society - for addressing the health needs of the public
  - to our profession - for adhering to medicine's time-honored ethical precepts
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# Elements of Professionalism (ABIM)

## 3. Excellence

- entails a conscientious effort to exceed ordinary expectations and to make a commitment to life-long learning



# Elements of Professionalism (ABIM)

## 4. Duty

- a commitment to service which entails:
  - being available and responsive when “on call”
  - accepting inconvenience to meet the needs of one’s patients
  - enduring unavoidable risks to oneself when a patient’s welfare is at stake

# Elements of Professionalism (ABIM)


## 4. Duty

- advocating the best possible care regardless of ability to pay
- seeking active roles in professional organizations (AMA, LSMS, OPMS)
- volunteering one's skills and expertise for the welfare of the community



# Elements of Professionalism (ABIM)

## 5. Honor and Integrity

- being fair, being truthful, keeping one's word
  - meeting commitments, being straightforward
  - recognizing conflicts of interest and avoidance of relationships that allow personal gain to supersede the best interest of the patient
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# Elements of Professionalism (ABIM)

## 6. Respect for others

- patients, families, other physicians
  - professional colleagues such as nurses, medical students, residents, fellows
  - “essence” of humanism
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