

Professionalism in Medicine

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Disclosure

None



OBJECTIVES

1. Define professionalism
2. Identify and define characteristics needed for professionalism
3. Recognize pitfalls of professionalism in medicine

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What is Professionalism?

Defining Professionalism

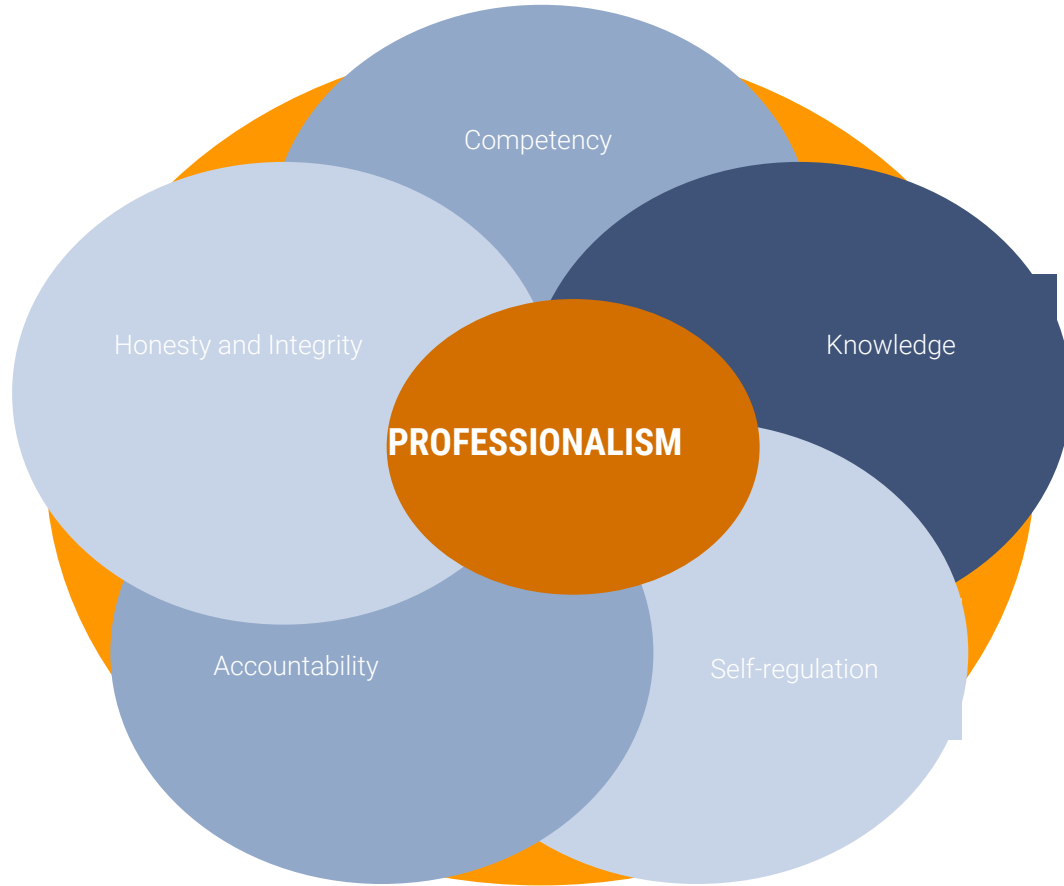
- Merriam-Webster
 - ▷ “The conduct, aims, or qualities that characterize or mark a profession or a professional person”
 - ▷ “The following of a profession for gain or livelihood”
- Profession-“a calling requiring specialized knowledge and often long and intensive academic preparation “

Professionalism in Medicine

- Professionalism comprises of attributes and behaviors that serve to maintain patient interests above physician self-interest.
- Professionalism involves relationships and interactions between patients and their families, and all those involved in patient care

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Elements of Professionalism



Elements of Professionalism: Knowledge

- Fact and information gained from education
- It is not important to know the information, but to APPLY the principles
- Lifelong learning

Elements of Professionalism: Honesty and Integrity

- A virtue consisting of soundness of and adherence to moral principles and character and standing up in their defense when they are threatened or under attack
 - ▷ Being committed to who you say you are
- Establishes trust between student, patient, and healthcare team members

Elements of Professionalism: Accountability

- Responsibility for outcomes of your actions
- Deliver on your commitment
- Trustworthy
- COMMUNICATION
 - ▷ Communicate early and frequently
 - ▷ If you don't know, ask questions

Elements of Professionalism: Self Regulation

- Willingness to accept areas that need improvement and dedication to change them
- Requires personal reflection of one's knowledge and actions.
- This allows for the development of a true understanding and practice of professionalism and may improve professional behavior

Unprofessional behaviors

- Abuse of power
- Arrogance
- Greed
- Misrepresentation
- Impairment
- Conflicts of interest

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Learning Professionalism

Types of Curricula

Formal curriculum

Official material and course objectives. Outlines what the institution believes it teaches

Course objectives, competencies

Informal curriculum

Unscripted, sporadic learning that occurs outside of the classroom

Bedside rounds or ward rounds

Hidden curriculum

Defined as the attitude and values conveyed unintentionally via the practices and culture of an institution

Role models, Behaviors towards patients and colleagues

Hidden curriculum

- Often the formal curriculum and the hidden curriculum directly contradict each other
- Hidden curriculum often has a negative impact toward professionalism
- Role models play a significant role

Types of Professionalism Errors

Minor Errors

- Minimal consequences
- Often time , you may not realize the error

Major Errors

- Serious consequences
- Aware of unprofessional act

Critical Errors

- Serious events
- Require immediate action
- Clear violation



Upholding Professionalism



Professionalism

- Upholding professionalism is a team effort!
- Role models play a vital role in how professionalism is maintained
- When you don't know, ask questions
- Communication is KEY



“ *In a well-arranged community, a citizen should feel that he can at any time command the services of a [doctor] who has received a fair training in the science and art of medicine, into whose hands he may commit with safety the lives of those near and dear to him.*

-William Osler



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