

Professionalism

Professionalism

- Applies to
 - Applicants
 - Students (UMC Professionalism Policy 2/2005)
 - Residents (growing concern nationally)
- Past behavior is the best predictor of future behavior

Professionalism

Can be assessed during interviews if we

- Specify what we are looking for
- Recognize when we see it and when we don't

Professionalism

American Board Internal Medicine

- Professionalism aspires to altruism, accountability, excellence, duty, service, honor, integrity and respect for others.
- Seven issues that challenge or diminish the elements of professionalism include abuse of power, arrogance, greed, misrepresentation, impairment, lack of conscientiousness, and conflict of interest.

Elements of Professionalism

Altruism is the essence of professionalism. The best interest of patients, not self-interest, is the rule.

Elements of Professionalism

Accountability is required at many levels — individual patients, society and the profession. Physicians are accountable to their patients for fulfilling the implied contract governing the patient/physician relationship. They are also accountable to society for addressing the health needs of the public and to their profession for adhering to medicine's time-honored ethical precepts.

Elements of Professionalism

Excellence entails a conscientious effort to exceed ordinary expectations and to make a commitment to life-long learning. Commitment to excellence is an acknowledged goal for all physicians.

Elements of Professionalism

Duty is the free acceptance of a commitment to service. This commitment 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, advocating the best possible care regardless of ability to pay, seeking active roles in professional organizations, and volunteering one’s skills and expertise for the welfare of the community.

Elements of Professionalism

Honor and integrity are the consistent regard for the highest standards of behavior and the refusal to violate one's personal and professional codes. Honor and integrity imply being fair, being truthful, keeping one's word, meeting commitments, and being straightforward. They also require recognition of the possibility of conflict of interest and avoidance of relationships that allow personal gain to supersede the best interest of the patient.

Elements of Professionalism

Respect for others (patients and their families, other physicians and professional colleagues such as nurses, medical students, residents, and subspecialty fellows) is the essence of humanism, and humanism is both central to professionalism, and fundamental to enhancing collegiality among physicians.

Signs of Unprofessional Behavior

- Abuse of Power
 - Interactions with colleagues, staff, faculty
 - Bias and sexual harassment
 - Breach of confidentiality
- Arrogance
- Greed
- Misrepresentation
- Impairment
- Lack of Conscientiousness
- Conflicts of Interest