



Professionalism

For Medical Students

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- Think of some **Excellent Teachers** who Influenced your Learning.
- Mention Some of Their Qualities and Attributes



OBJECTIVES

- Define Professionalism.
- Identify some professional and unprofessional behaviors.

- 
- <http://www.youtube.com/watch?v=3N8A5LMlego>

CONTENTS

- What is professionalism?
- What are Unprofessional behaviors?
- How can we learn it?
- How can we Assess it?

What does professionalism means to you?

- Take two minutes and write down your thoughts ... as a definition or description



What is Professionalism?

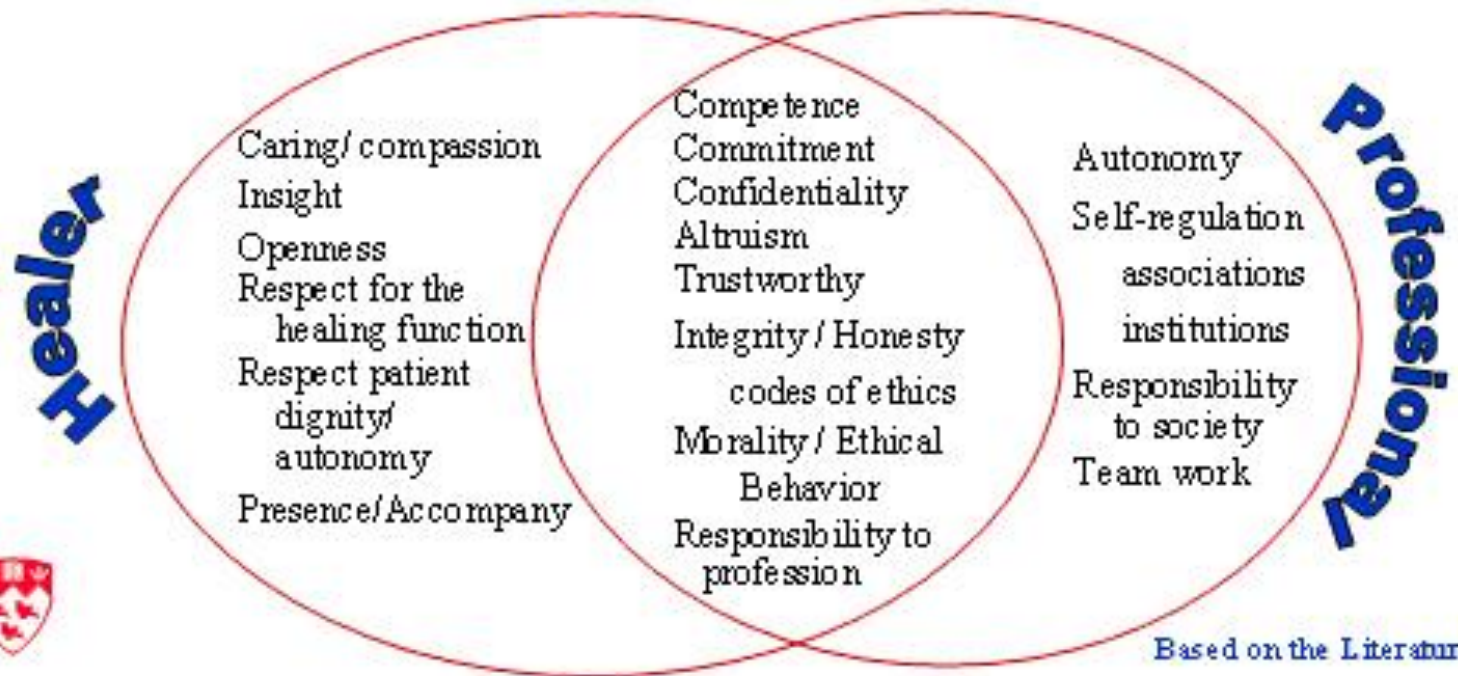
- It is not easy to define a **profession**, but it is likely to have all or Some of the following characteristics:
 - It is a vocation that implies service to others.
 - It has a distinctive knowledge base which is kept up to date.
 - It determines its own standards.
 - It has a special relationship with those whom it serves e.g. patients.
 - It has particular ethical principles

Attributes

Physician

Healer

Professional



Professionalism in Curriculum

- **General Medical Council 1993**
- **AAMC Medical School Objectives Project (MSOP) 1999**
- **ACGME Outcomes Project 2000**
- **Can-MEDS 2000**
- **KSU medical College Outcomes 2009**

WHAT MEDICAL COLLEGES WANT?

- Proficiency البراعة
- Communication skills مهارات التواصل
- Interpersonal skills مهارات التعامل
- Confidence الثقة
- Critical thinking & problem solving skills التفكير النقدي ومهارات حل المشكلات
- Flexibility المرونة
- Self motivation الدافع الذاتي
- Leadership القيادة
- Teamwork العمل الجماعي



Professionalism

Professionalism is a term which embodies numerous qualities of physicians as public servants.

Professionalism

“Constituting those attitudes and behaviors that serve to maintain others interest above physician Self-interest”

The American Board of Internal Medicine (ABIM)

الطبيب المسلم مهنيٌ بطبعه

• “إن الله يحب إذا عمل أحدكم عملاً أن يتقنه“

• “وإذا ذبحتم فأحسنوا الذبحة“



الإيثار ALTRUISM

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



Altruism

المسئولية ACCOUNTABILITY

- Required at many levels
 - individual patients, society and the profession.



التميز EXCELLENCE

- Entails a conscientious effort to exceed normal expectations and make a commitment to life-long learning.



- **“It will become increasingly difficult for professions to sustain the policy that qualification is for life. Most professionals need to make a commitment to lifelong learning”.**

Professor Eraut.



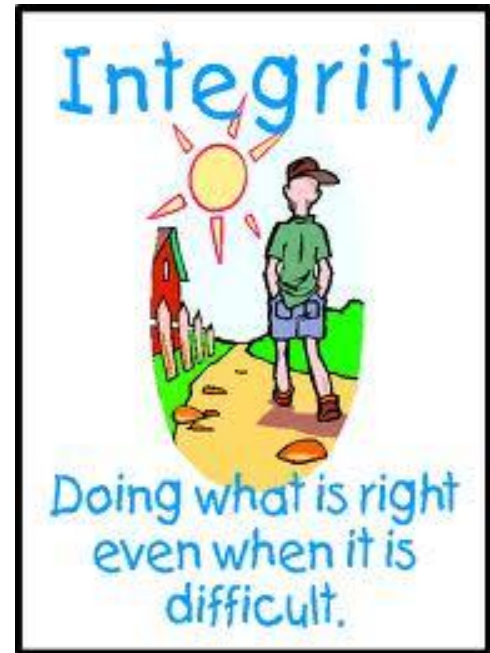
الواجب DUTY

- **The free acceptance of a commitment to service.**



الشرف HONOUR AND INTEGRITY والنزاهة

- The consistent regard for the highest standards of behavior and refusal to violate one's personal and professional codes.



RESPECT FOR OTHERS

احترام الآخرين

- Like patients and their families, other physician and professional colleagues such as nurses, medical students, residents, subspecialty fellows.



مختصر

حلية طالب العلم

أجازه وصدقه فضيلة الشيخ

بكر بن عبد الله أبو زيد

آداب الطالب في نفسه

- العلم عبادة:
- "إنما الأعمال بالنيات".
- كن على جادة السلف الصالح.
- الزم خشية الله.
- دوام المراقبة.
- خفض الجناح ونبذ الخيلاء والكبرياء.
- القناعة والزهادة.
- التحلي برونق العلم.
- تحل بالمروءة.
- التمتع بخصال الرجولة.
- هجر الترف.
- الإعراض عن مجالس اللغو.
- الإعراض عن الهيشات.
- التحلي بالرفق.
- التأمل.
- الثبات والتثبيت.

أدب الطالب مع معلّمه

- رعاية حرمة المعلم
- رأس مالك أيها الطالب من معلمك
- نشاط المعلم في درسه
- الكتابة عن المعلم حال الدرس والمذاكرة

آدابُ الزمالة

• احذر قرين السوء

- الطبيعة نقالة والطباع سارقة والصاحب ساحب
- تخير من يعينك على مطلبك ويقربك إلى ربك ويوافقك على شريف غرضك ومقصدك
- الصديق أقسام:
 - صديق منفعة
 - صديق لذة
 - صديق فضيلة

آداب الطالب في حياته العلمية

- كبر الهمة في العلم
- النهمة في الطلب
- الرحلة للطلب
- حفظ العلم كتابة
- تعاقد المحفوظات:
 - إذا كان القرآن الميسر
 - للذكر يذهب إذا لم يتعاهد
 - فما ظنك بغيره من العلوم!
- استكمال أدوات كل فن
 - "الَّذِينَ آتَيْنَاهُمُ الْكِتَابَ يَتْلُونَهُ حَقَّ تِلَاوَتِهِ"
- اللجوء إلى الله تعالى في الطلب والتحصيل
- الأمانة العلمية
- الصدق
- جنة الطالب
 - قول (لا أدري)
- المحافظة على رأس مالك (ساعات عمرك)
- إجمام النفس
- حسن السؤال
- المناظرة بلا مماراة
- مذاكرة العلم

نواقض هذه الحلية

- إفشاء السر.
- نقل الكلام من قول إلى آخرين.
- الصلف واللسانة.
- كثرة الكلام.
- الدخول في حديث بين اثنين.
- الحقد.
- الحسد.
- سوء الظن.
- مجالسة المبتدعة.
- نقل الخطى إلى المحارم.

The concept of professionalism includes the following values

- **Honesty**
- **Trust**
- **Service**
- **Commitment**
- **Communication**
- **Accountability**
- **Life-long learning**

Signs and Symptoms

- ABIM, (2001) describes unprofessional behaviour in terms of **seven** broad categories of 'signs and symptoms':
 1. **Abuse of power**
 2. **Arrogance**
 3. **Greed**
 4. **Misrepresentation**
 5. **Impairment**
 6. **Lack of conscientiousness**
 7. **Conflicts in interests**

Signs and Symptoms

1. **Abuse of power** إساءة استخدام السلطة (abuse while interacting with patients and colleagues; bias and sexual harassment; and breach of confidentiality).
2. **Arrogance** الغطرسة (offensive display of superiority and self-importance).
3. **Greed** الجشع (when money becomes the driving force).

Signs and Symptoms

4. **Misrepresentation** الاحتيال (lying, which is consciously failing to tell the truth; and fraud, which is conscious misrepresentation of material fact with the intent to mislead).
5. **Impairment** الضعف (any disability that may prevent the physician from discharging his/her duties).

Signs and Symptoms

6. **Lack of conscientiousness** انعدام الضمير (failure to fulfill responsibilities).
7. **Conflicts in interests** تعارض المصالح (self-promotion/ advertising or unethical collaboration with industry; acceptance of gifts; and misuse of services – overcharging, inappropriate treatment or prolonging contact with patients).



Defining Un-professional Behaviors

What specific behaviors are unprofessional in:

- classroom and
- clinical settings?
- For teachers & students

Examples of Unprofessional Behaviors

➤ Classroom Setting-Students



Examples of Unprofessional Behaviors

➤ Classroom Setting-Students



Examples of Unprofessional Behaviors

➤ Classroom Setting-Faculty



Examples of Unprofessional Behaviors

➤ Clinical Setting-Students



Examples of Unprofessional Behaviors

➤ Clinical Setting: Faculty





◦ **HOW
PROFESSIONALISM
CAN BE TAUGHT?**

How Students Learn Professional values?

- *Some bring to medical college with them*
- *Some learn through the formal curriculum*
- *Some learn from role models*

How can We Teach Professionalism?

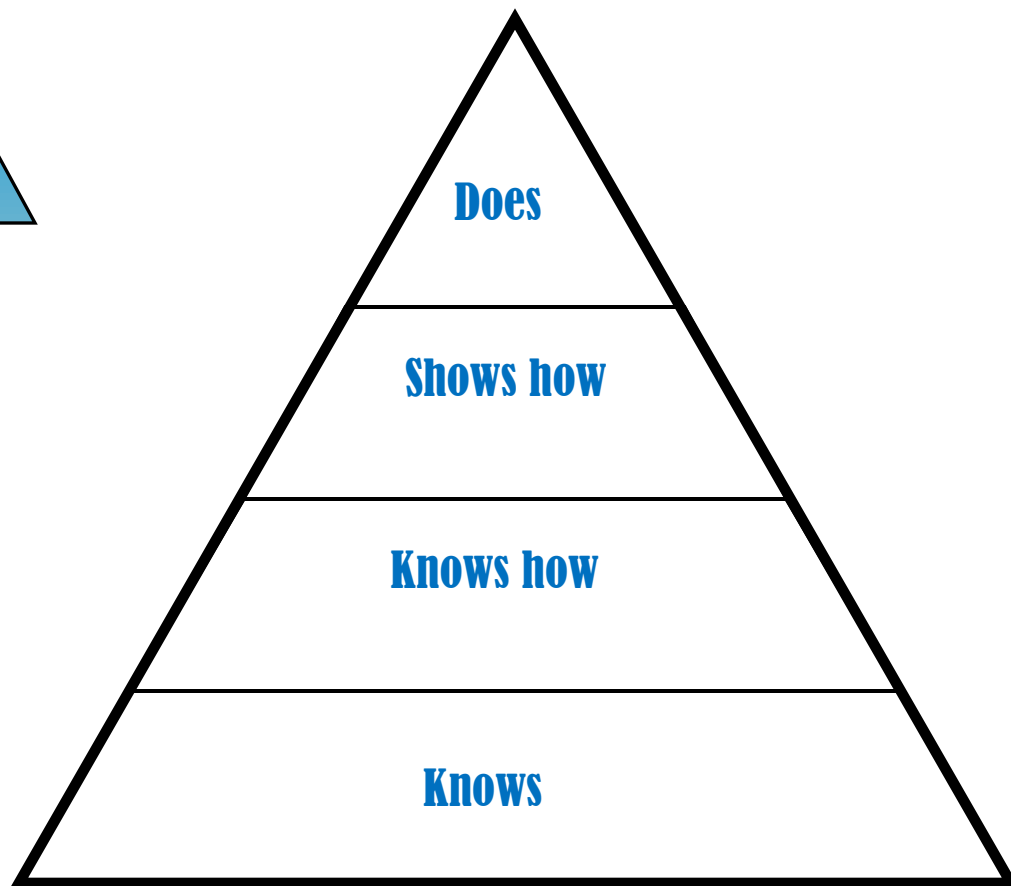
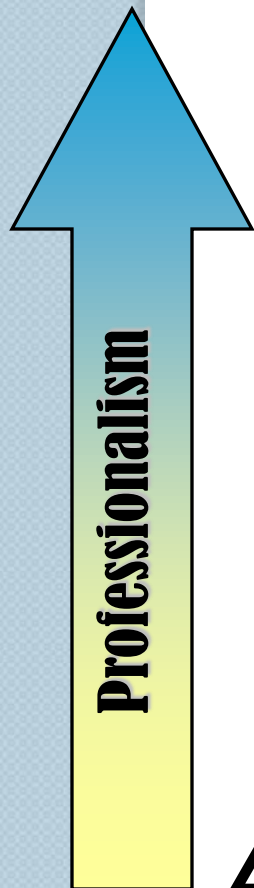
- Role Modeling
- Bed Side Teaching
- Simulated Patients
- Small Group Cases
Discussions







**HOW CAN
PROFESSIONALISM
BE ASSESSED?**



**Performance or
hands on
assessment
Portfolios**

**Written, Oral
or
Computer
based
assessment**

Miller's Triangle

How can We Assess Professionalism?

- Peer Evaluation
- Patient Surveys
- Staff evaluations
- Professionalism Portfolio (self evaluation)
- 360 degree evaluation



Final Word

“There is a tendency to underemphasize the personal characteristics... , because they are harder to measure, and to overemphasize the more easily measured indices of academic achievement”

Cohen (2002)

http://www.gmc-uk.org/static/media/Medical_Students/index.html

General
Medical
Council

Regulating doctors, ensuring good medical practice

MENU HOME

**Medical students:
Professional values
in Action**

About this site Feedback form

STAFF Beverly TUTOR

STAFF Anna TUTOR

SPOT THE MISTAKE

Test yourself with the Quiz

The image is a collage of medical-themed graphics. At the top left, there's a navigation bar with 'MENU' and 'HOME' buttons. Below it, a white paper graphic features the title 'Medical students: Professional values in Action' and links for 'About this site' and 'Feedback form'. To the right, two blue staff ID cards are shown, one for 'Beverly TUTOR' and another for 'Anna TUTOR'. Below the ID cards, there's a graphic for a 'SPOT THE MISTAKE' quiz, featuring a cartoon of a woman looking thoughtful next to a clock and a clipboard. In the bottom right corner, a smartphone displays the text 'Test yourself with the Quiz'. A green cross icon is also visible in the upper middle section.

“وَأَحْسِنُوا إِنَّ اللَّهَ يُحِبُّ الْمُحْسِنِينَ”

- Dress your....
- Give your
- Speak your
- Listen your
- Work your



BEST