

Professionalism

For Medical Students



Amr Jamal, MD, SBFM, ABFM, MRCCGP, GCCI, MBI

*Assistant professor and consultant
Family physician and clinical informatician*

King Saud university, School of medicine



- Think of some **Excellent Teachers** who Influenced your Learning.
- Mention Some of Their Qualities and Attributes
- <https://todaysmeet.com/amr>



OBJECTIVES

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

CONTENTS

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

What does professionalism mean to you?

- Take two minutes and write down your thoughts ... as a definition or description
- <https://todaysmeet.com/amr>



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

Healer

Caring/ compassion
Insight
Openness
Respect for the
healing function
Respect patient
dignity/
autonomy
Presence/ Accompany

Competence
Commitment
Confidentiality
Altruism
Trustworthy
Integrity / Honesty
codes of ethics
Morality / Ethical
Behavior
Responsibility to
profession

Autonomy
Self-regulation
associations
institutions
Responsibility
to society
Team work

Professional



Based on the Literature

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**
- **Saudi Meds:A competence specification for Saudi medical grauates 2011**

WHAT MEDICAL COLLEGES WANT?

- Proficiency
- Communication skills
- Interpersonal skills
- Confidence
- Critical thinking & problem solving skills
- Flexibility
- Self motivation
- Leadership
- Teamwork



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)

الطبيبيب الالمسلم مهنني ببطبعه

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



'Project Professionalism' (ABIM, 2001)

Identified six key elements of professionalism:

- 1- Altruism
- 2- Accountability
- 3- Excellence
- 4- Duty
- 5- Honor and integrity
- 6- Respect for others



ALTRUISM

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



Altruism

ACCOUNTABILITY

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



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.



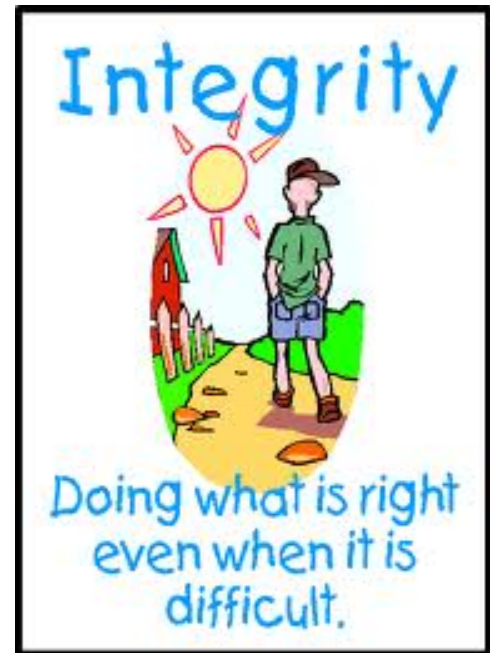
DUTY

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



HONOUR AND INTEGRITY

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



RESPECT FOR OTHERS

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



مختصر

حلية طالب العلم

أجازه وصدده فضيلة الشيخ

بكر بن عبد الله أبو زيد

آداب الطالب في نفسه

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"إنما الأعمال بالنيات".

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مختصر

حلية طالب العلم

أجازه وصدده فضيلة الشيخ

بكر بن عبد الله أبو زيد

أدب الطالب مع معلمه

- ر
- ر
- نشاط المعلم في درسه
- ا

آدابُ الزمالة

- ١
- الطبيعة نقالة والطباع سراقاة والصاحب ساحب
- تخير من يعينك على مطلبك ويقربك إلى ربك ويوافقك على شريف غرضك ومقصدك
- الصديق أقسام:
 - ص
 - ص
 - ص

مختصر

حلية طالب العلم

أجازته وصدقه فضيلة الشيخ

بكر بن عبد الله أبو زيد

آداب الطالب في حياته العلمية

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تعالى في الطالب
والتحصيل

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قول (لا أدري)

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(مالك) ساعات عمرك

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العلم

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ا
○ إذا كان القرآن
المرسل لذكر يذهب
إذا لم يتعاهد فما
ظنك بغيره من
العلوم!

ا
فن

ا
○ "الَّذِينَ آتَيْنَاهُمُ
الْكِتَابَ يَتْلُونَهُ حَقَّ
تِلَاوَتِهِ"

مختصر

حلية طالب العلم

أجازه وصدده فضيلة الشيخ

بكر بن عبد الله أبو زيد

نواقض هذه الحلية

- إ.
- ز.
- أ.
- ك.
- أ.
- أ.
- أ.
- س.
- م.
- ز.

The concept of professionalism includes the following values

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

Signs and Symptoms

- ABIM, (2001) describes unprofessional behavior 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** ة (offensive display of superiority and self-importance).
3. **Greed** الجشع (when money becomes the driving force).

Signs and Symptoms

4. **Misrepresentation** ل (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** ف (any disability that may prevent the physician from discharging his/her duties).

Signs and Symptoms

6. **Lack of conscientiousness** انعدام الرقابة الذاتية (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-Faculty



Examples of Unprofessional Behaviors

➤ Clinical Setting-Students



Examples of Unprofessional Behaviors

➤ Clinical Setting: Faculty





◦ **HOW
PROFESSIONALISM
CAN BE
IMPLEMENTED?**

Professionalism

- **Role of the doctor within the health service**
 - Understanding of the health care system
 - Understanding of clinical responsibilities
 - Appreciation of doctor as researcher
 - Appreciation of doctor as mentor or teacher
 - Appreciation of doctor as manager including quality control
 - Team working
- **Personal Development**
 - Lifelong Learner
 - Self awareness
 - Self confidence
 - Self regulation
 - Self care
 - Self control
 - Personal time management
 - Motivation
 - Achievement drive
 - Commitment
 - initiative
 - Career choice



**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?

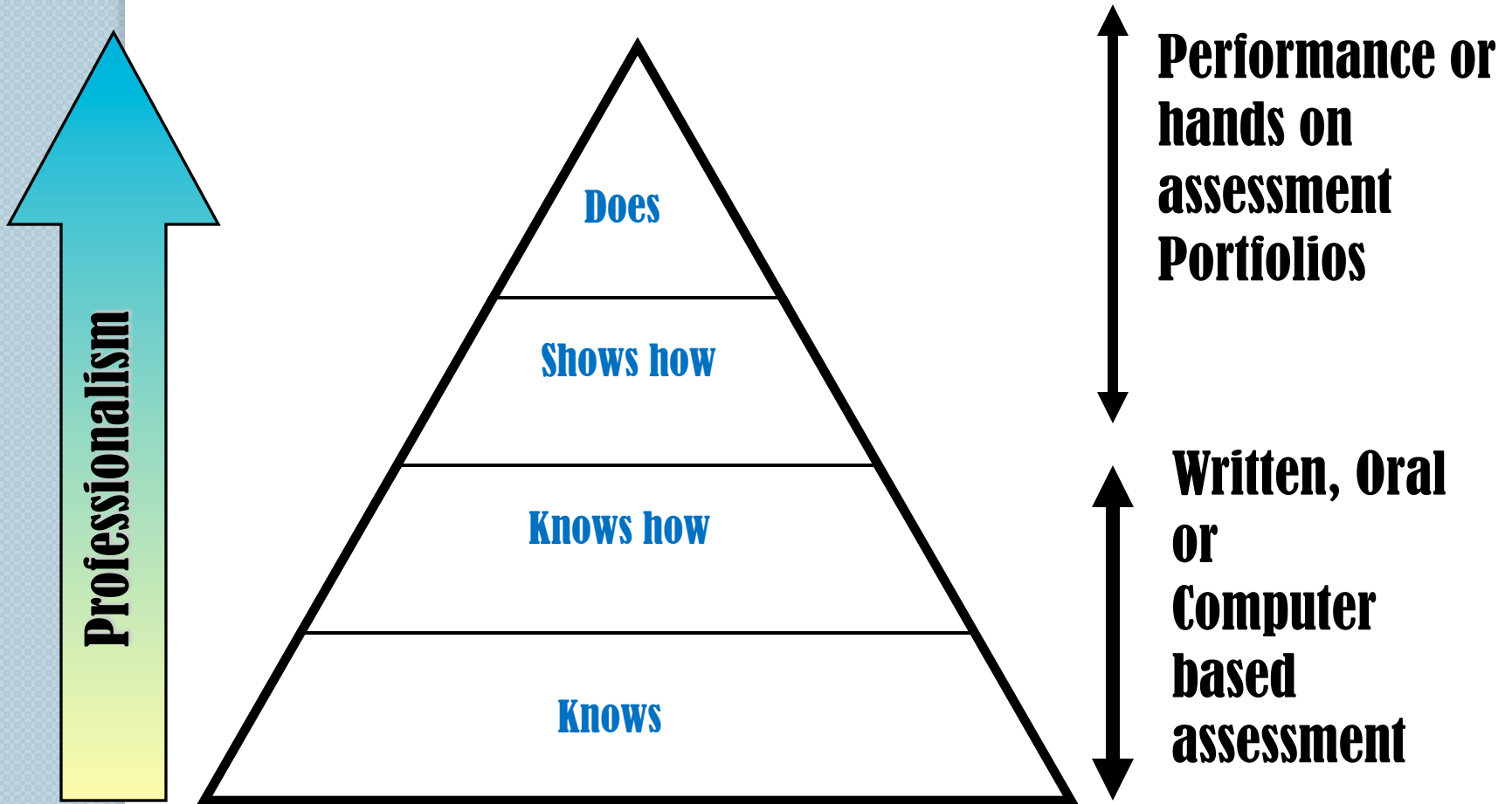
- Role Modeling
- Bed Side Teaching
- Simulated Patients
- Small Group Cases
Discussions







**HOW CAN
PROFESSIONALISM
BE ASSESSED?**



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)

Take Home Messages

- Professionalism should be part of the formal curriculum
- Professionalism must be taught and assessed
- Professionalism must be relevant to the society it serves

“وَأَحْسِنُوا إِنَّ اللَّهَ يُحِبُّ الْمُحْسِنِينَ”

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



BEST