



Professionalism Introduction & Key Elements

**If you have any concerns, contact us:
professionalism433@gmail.com**

Done by: Haifa Alotaibi.

Revised by: Norah Alnaeim.

Slides

Important

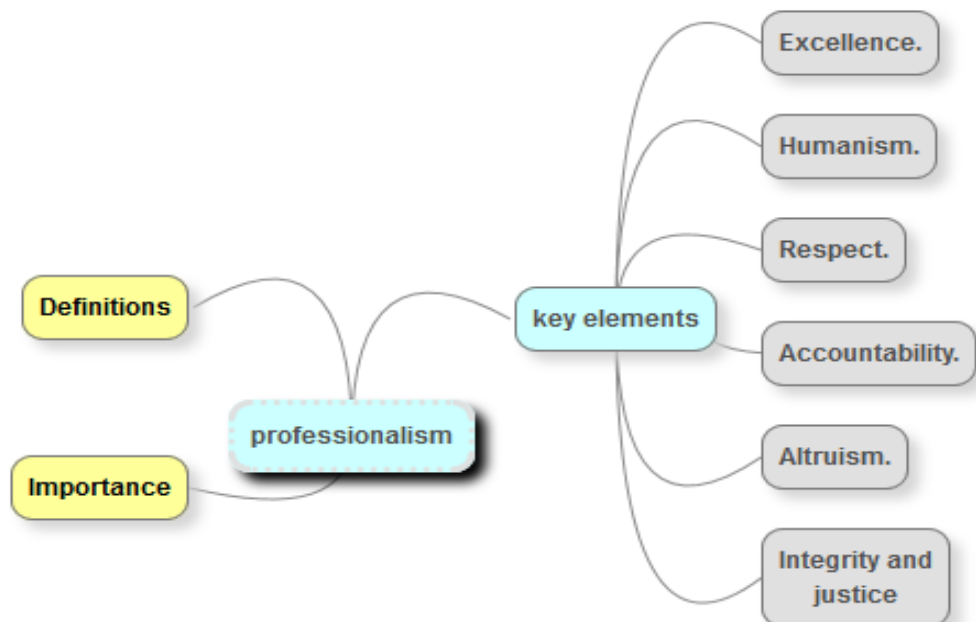
Explanation

Objectives and Mind Map

Objectives:

- Understand the literature definition of “profession” and “medical professionalism”.
- Understand the key elements and attributes of medical professionalism.
- Understand the sources and the processes for generating a definition for medical professionalism.
- Discuss practical examples (case scenarios) about professionalism and key principles learnt.
- At the end of the lecture, identify take home messages about this lecture and why professionalism is important

Mind Map:



Definitions, key elements and attributes

Definition of Profession:

- According to **Oxford English dictionary**: is an occupation whose core elements is work, based on the mastery of a complex body of knowledge and skills.

Definition of Professionalism:

- According to **American College dictionary**: is exhibited by one of the professional character, spirit or methods or the standing practice , or methods of a professional as distinguished from an amateur.
- According to **American Board of Internal Medicine** : constituting those attitude and behaviors that serve to maintain patient interest above physician self-interest.

What is Medical Professionalism?

Medical professionalism is the ‘**heart and soul of medicine.**’ more than adherence to a set of medical ethics , it is the **daily expression of what originally attracted them to the field –a desire to help people and to help society** as a whole by providing quality health care.

Professionalism in medicine:

Professionalism embodies the relationship between medicine and society as it forms the **basis of patient –physician trust**. It attempts to make tangible certain attitudes, behaviors , and characteristics that are desirable among the medical profession.

Why professionalism is important?

- Being productive.
- Effective management of relationships.
- Being ambassador.
- Being mission-minded.
- Professionalism denotes a way of behaving in accordance to certain normative values.
- Most people desire to be treated by physicians who, in addition to being competent ,care deeply about their patients.

Professional values and key bases

Six Columns of the building

“representing professional values”

- Excellence.
- Humanism.
- Respect
- Accountability
- Altruism
- Integrity and justice

Four steps of the building

“representing key bases of professionalism”

- Ethical and Legal Boundaries
- Communication and Interpersonal Skills.
- Continuous Learning and Self Development.
- Clinical Competence (Knowledge and Skills).

Professional Attributes

Confidentiality	Keeping conversations between doctor and patients unrevealed.
Trustworthiness	Deserving trust or confidence.
Honesty	Being truthful in representing facts.
Loyalty	Unfailing fulfillment to one's duties and obligations.
Reliability	Keeping your word, honoring your commitments.

Professionalism Key elements:

Key elements	Example
<p>Excellence (a talent or quality that is unusually good and surpasses ordinary standards)</p>	<ul style="list-style-type: none"> • Time management /Punctuality • Positive attitude (enjoy work). • Commitment to lifelong learning, to exceed ordinary expectations. • Confidentiality. • Consider the language and culture of work. • Give the best of your talents and skills. • Recognition of professional limits • Protection of life • Prioritization • development in commitment, communication, interpersonal relationship, ethics and more .
<p>Humanism</p>	<ul style="list-style-type: none"> • Empathy & Compassion. • Encouragement. • Support. • Love and care. • Positive attitude. • Values and integrity.
<p>Respect</p>	<ul style="list-style-type: none"> • Respect patients, patients' families, colleagues, and other healthcare professionals. • Treat patients with dignity and respect. • Demonstrated good attitude and effective communication. • Respect all patients in the same way regardless to their social status.
<p>Accountability</p>	<ul style="list-style-type: none"> • Accept responsibility. • Always consider confidentiality. • Work on resolving conflicts. • Avoid the business of blaming others, circumstances or how much you are busy.

Altruism

- Put the patient first.
- Avoid any conflict between your needs and the patients' rights.
- Give full commitment to your patient.
- Avoid any financial or relationship biases that could have any negative impact on the patient-doctor relationship

Integrity and Justice

- Be a principle-based person.
- Be honest, and stand by your words.
- Be fair.
- Do not abuse your position/authority.
- Do what you say.
- Behave in a good manner whether you are watched or not.
- Adhere to good work-place ethics.

Take Home Message

- Although there are common key elements in the definition of professionalism that must be fulfilled, the definition might varies depending on culture, law, and community needs.
- Sources for defining professionalism might include: literature, published research papers, legal and ethical documents, as well as disciplinary action documents in the hospital, and workplace. These documents are confidential.
- The definition components (key elements) should clearly define the unwritten contract between a doctor and patients.
- The **definition of professionalism** is the benchmark that we could use to check our performance and could help us to direct our goals for continuous improvement
- It is also the measure that could be used to assess our performance by our patients, colleagues, and the profession.

Questions

Q1: what resources would help you in identifying the definition of professionalism?

- A- Literature.
- B- Published research papers.
- C- All above

Q2: Accepting the responsibility of being a physician matches which one of the following key elements of professionalism:

- A- Humanism.
- B- Accountability.
- C- Respect.

I.C 2.B

Quiz

- How would you define professionalism?
- State three reasons why professionalism important in medical practice?
- List six key elements of professionalism?
- An individual who is empathetic, caring for others and with positive attitude. Which one of the following attributes is applicable to him?
 - a. Altruism
 - b. Accountability
 - c. Humanism
 - d. Excellence

Answer: C