



Professionalism

Introduction & Key Elements

(1)



objectives:

Understand the literature definition of “profession” and “medical professionalism”.

- Understand the key elements and attributes of medical/health 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.

Definitions, key elements, attributes and general concepts

What does Professionalism mean?

-Different sources

<p>Profession is an occupation whose core elements is work, based on the mastery of a complex body of knowledge and skills. <i>Oxford English Dictionar</i></p> <p>□</p>	<p>Profession is the conduct, aims, or qualities that characterize a person in a work setting or profession</p>
<p>□ Professionalism “constituting those <i>attitude</i> and <i>behaviors</i> that serve to maintain patient interest above physician self-interest.” <i>American Board of Internal Medicine</i></p>	<p>□ Professionalism is exhibited by one of the <i>professional character, spirit , methods</i> or the standing practice , or methods of a professional as distinguished from an amateur”. <i>American College Dictionary</i></p>

Professionalism has **three** main discourses/characteristics

1) Individual 2) Interpersonal 4) Societal

MEDICINE:

is a vocation in which a doctor’s knowledge, clinical skills ,and judgment are put in the service of protecting and restoring human well-being.

This purpose is realized through a partnership between a patient and doctor, one based on **mutual respect ,individual responsibility and appropriate accountability.**

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?

□ Medical professionalism sets out three principles: **ethical principles, knowledge and skills & selflessness**

- Being productive.
- Effective management of relationships.
- Handling conflicts.
- Being an ambassador.
- Being mission-minded.
- Being able to know and avoid the unprofessional behavior.

Professionalism key elements

Professional Values (Six Columns of the building)	Key bases of professionalism (Four steps of the building)
<ul style="list-style-type: none">• Excellence.• Humanism.• Respect.• Accountability.• Altruism.• Integrity and justice	<ul style="list-style-type: none">• 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>	<ol style="list-style-type: none"> 1) Time management /Punctuality 2) Positive attitude (enjoy work). 3) Commitment to lifelong learning, to exceed ordinary expectations. 4) Confidentiality. 5) Consider the language and culture of work. 6) Give the best of your talents and skills. 7) Recognition of professional limits 8) Protection of life 9) Prioritization 10) development in commitment, communication, interpersonal relationship, ethics and more .
<p>Humanism is a way of being. It comprises a set of deep-seated personal conceptions about one's obligations to others especially others in need</p>	<ol style="list-style-type: none"> 1) Empathy & Compassion. 2) Encouragement. 3) Support. 4) Love and care. 5) Positive attitude. 6) Values and integrity.
<p>Respect</p>	<ol style="list-style-type: none"> 1) Respect patients, patients' families, colleagues, and other healthcare professionals. 2) Treat patients with dignity and respect. 3) Demonstrated good attitude and effective communication. 4) Respect all patients in the same way regardless to their social status.
<p>Accountability</p>	<ol style="list-style-type: none"> 1) Accept responsibility. 2) Always consider confidentiality. 3) Work on resolving conflicts. 4) Avoid the business of blaming others, circumstances or how much you are busy 5) <input type="checkbox"/> Addressing the health needs of the public 6) <input type="checkbox"/> Adhering to medicine's precepts.

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<p>Altruism</p> <p>□ To go beyond the call duty to help meeting the needs of others. In other words, to put the duty and patient care ahead of your own needs. The sense of “giving” of oneself in patient care.</p>	<ol style="list-style-type: none"> 1) Put the patient first. 2) Avoid any conflict between your needs and the patients’ rights. 3) Give full commitment to your patient. 4) Avoid any financial or relationship biases that could have any negative impact on the patient-doctor relationship
<p>Integrity and Justice</p> <p>• Highest standards of behaviour. (Being fair, honest and truthful) -• Avoidance of relationships that allow personal gain to supersede the best interest of patients.</p>	<ol style="list-style-type: none"> 1) Be a principle-based person. 2) Be honest, and stand by your words. 3) Be fair. 4) Do not abuse your position/authority. 5) Do what you say. 6) Behave in a good manner whether you are watched or not. 7) Adhere to good work-place ethic

Take Home Massege

- **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.**

MCQ'S

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

A- Literature

B- Published research papers.

C- All above

Q2: 'Being truthful in representing facts' is..

A. Trustworthiness

B. Loyalty

C. Honesty

1.C 2.C

Quiz

How would you define professionalism?

State three reasons why professionalism important in medical practice?

List six key elements of professionalism?

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

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

Thanks for checking our work!