

Professionalism

Orientation ,Overview, Concepts & Key Elements

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Professionalism course

SKL-223

Overview



Professionalism Course

- **Course title** : Professionalism
- **Code** : **SKL 223**
- **Target** : Second year medical students
- **Course duration** : First semester
- **Credit hours** : Two hours

Professionalism

Orientation and Introduction to the Course

- Aim and objectives of the professionalism course
- Teaching and learning strategies
- Student's assessment and evaluation
- References

Aims of the course

- The aim of the course is to have a graduate medical students with commitment to highest standards of excellence in the future practice of medicine and to sustain the interest ,welfare and safety of the patients.
- To display adequate responsibility towards the needs of the society.

Objectives of the course

1. Define the **attribute** of professionalism
2. Practice effectively in **teamwork** during an inter-professional activity
3. Demonstrate the attributes and behavior of a **professional medical student**
4. Recognize and manage **conflicts** at work place
5. Demonstrate commitment of **life long learning and professional development and the capacity for reflection** and self –evaluation
6. **Communicate** effectively with patients , their families, colleagues and other health professionals.
7. Practice as a **volunteer** for the community services in collaboration with health societies and agencies.

Professionalism course: Topics / Sessions

- Eight topics/sessions :

Five topics - one hour each,

Three topics given in two sessions (2 hours)

- Read guide for tutors and students for details

Teaching methods

- Interactive lecture/group discussion
- Student led seminar/team based learning
- Inter-professional team
- Preparation of volunteering works and awareness campaigns
- Attending seminars in collaboration with health education.

Teaching methods

student led seminar, projects & other activities

- Includes assignments and projects. Students at each group will be divided into **3 subgroups** at the beginning of the academic year.
- Each subgroup shall participate in **one** topic/session (preparation, discussion and presentation).
- Materials of the topic , summary handouts and references and instructions will be given to involved group earlier at the start of the course and before the day of the session to help in preparing the topic.
- Students in the presenting group will be evaluated after presentation and discussion.
- Evaluation of the involved group will be counted with continuous assessment (**40 marks**)
- **All students must attend all activities and participate and will be evaluated by tutors.**

Student's Assessment

- **CA:** seminar ,activities, projects, tutor evaluation and mini-OSCE = **40 marks**
- Participation in group discussion and activities will also be evaluated even for one session topics.
- **FINAL:** MCQs & SAQs = **60 marks**
- Total mark = **100**

References

- a) Project professionalism . American board of internal medicine (ABIM),2001
- b) Feldman. M , Christensen. J. behavioral medicine . A guide for clinical practice(latest edition).New York. McGraw- Hill Medical
- c) Spandorfer. J, Pohl.CA , Rattner .SL, Nasca.TJ. professionalism in medicine. A case-based guide for medical students (latest edition).Cambridge University Press.UK.
- d) Stern. DT. Measuring medical professionalism (latest edition).Oxford University Press.UK
- e) References recommended by tutors.

Professionalism & Key elements

Contents:

- Definitions of professionalism
- Why professionalism is important?
- Concepts of professionalism
- Key elements with practical examples *(including highlight about accountability)*

**Do You Still Remember A Role Model
Who Influenced Your Training?**

**If Yes? Mention Some of Their
Qualities and Attributes.**

What does professionalism means to you?

- Take a few 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 or calling that implies service to others
 - It has a distinctive knowledge base which is kept up to date
 - It determines its own standards and sets its own examinations
 - It has a special relationship with those whom it serves e.g. patients, students....
 - It has particular ethical principles

- **Professionalism** is a term which embodies numerous qualities of physicians as public servants.
- It has been described by The American Board of Internal Medicine (ABIM) as:
“Constituting those attitudes and behaviors that serve to maintain others interest above physician Self-interest”

Why Professionalism Is Important?

- There is a great increase in interest in developing medical professionalism of the students.
- The *ethical* demands upon medical profession have increased due to changes in the traditional modes of health care delivery, increased complexity in the methods of reimbursement, and developing national trends toward managed care.
- Most patients desire to be treated by a physician ,who is in addition to be competent, care deeply about his/her patients.
- Professionalism denote the way of behaving in accordance to certain normative values
- Professionalism is not about competent and skillful, it is about behaving in an ethical way
- Effective management of relationships.

الطبيب المسلم مهني بطبعه

- «ويؤثرون على أنفسهم ولو كان بهم خصاصة»
- «إن الله يحب من العامل إذا عمل أن يتقن»
- «إذا ذبحتم فأحسنوا الذبحة.....»
- « لا يؤمن أحدكم حتى يحب لأخيه ما يحب لنفسه...»
- « كلكم راع وكلكم مسئول عن رعيته.....»
- «من غشنا فليس منا»

Professionalism Key Elements

'Project Professionalism' (ABIM, 2001)

Developed the Physician Charter and identified **six key elements** of professionalism:

- 1- **Altruism** (giving priority to patient interests rather than self-interests);
- 2- **Accountability** (being answerable to patients, society and profession);
- 3- **Excellence** (conscientious effort to perform beyond ordinary expectation, and commitment to life-long learning);

'Project Professionalism' (ABIM, 2001)

- 4- **Duty** (free acceptance of commitment to service – i.e. undergoing inconvenience to achieve a high standard of patient care);
- 5- **Honor and integrity** (being fair, truthful, straightforward, and keeping to one's work);
- 6- **Respect for other** (respect for patients and families, colleagues, other healthcare professionals and students and trainees).

Concepts of Professionalism

- **Professionals** have *codes, guidelines, creeds, oaths, commitments* statements, belief statement such as statement on *ethics*.
- **Professionals** in many professions are *licensed, certified* and specific initial and *advanced education*, many require both initial and ongoing testing for admission and maintaining membership.
- **Examples of professionals** : **medical doctors, teacher**, engineers, pilots, etc,..
 -

The concept of professionalism includes the following **values**:

➤ **Honesty**

➤ **Trust**

➤ **Service**

➤ **Commitment**

➤ **Communication**

➤ **Accountability**

➤ **Life-long learning**

Meanings of accountability

1- Responsibility

2- Self regulation in activities

3- Standard setting

4- Ability to resolve conflicts

5- Free acceptance of duties to serve public

6- Explain and give reason for actions

Why Accountability is important?

- The key for providing optimal health care services
- Enables continuing improvement in healthcare system
- Helps in protecting the rights of patients
- Essential in resolving conflicts
- Essential for building trust and ensuring that workplace environment is safe and healthy
- Reflects behavior and attitude of responsible people.
- Important for enhancing community health through education , contributing in research projects and committing to volunteer works and awareness about diseases in community.

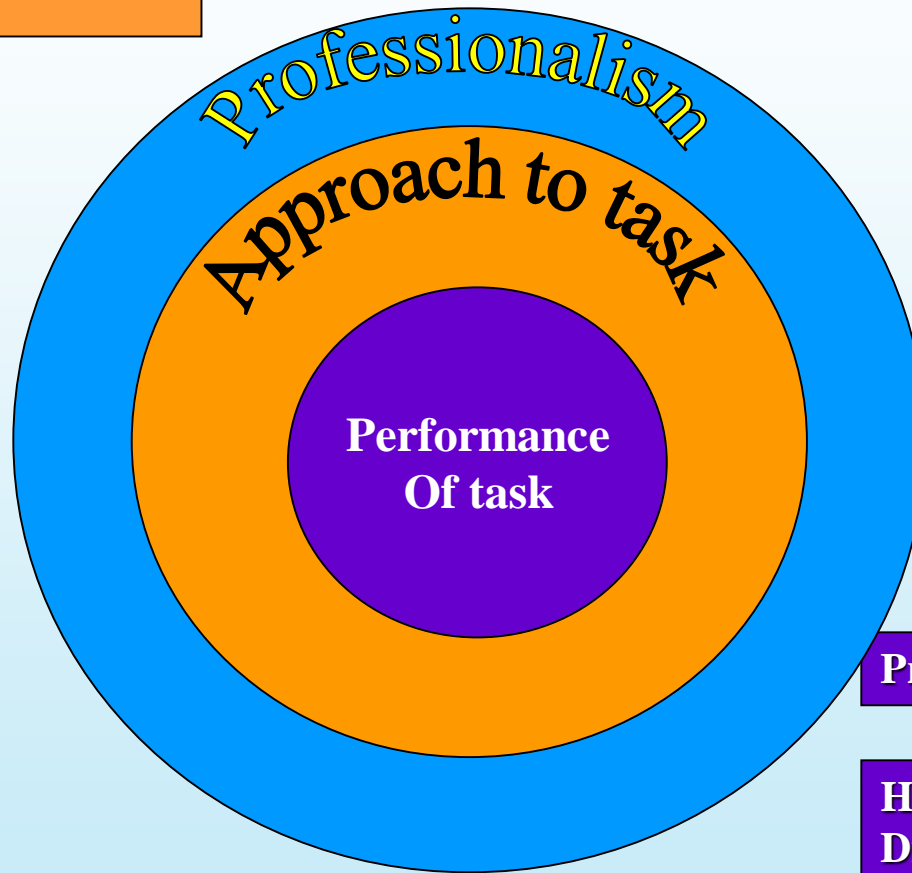
Professionalism vs Ethics

- There is an overlap between professionalism and ethics
- Professionalism and ethics are different:

Professionalism :are skills, competence and conduct displayed by an individual at certain profession.

Ethics: are guides for an individual which clearly states the dos and don't's.

How professionalism can be
implemented?



Knowledge

Patient management

Patient investigation

Clinical skills

Practical procedures

Health promotion and Disease prevention

Decision making skills and clinical reasoning and judgment

Basic, Social and clinical sciences

Personal Development & Lifelong Learning

Role of the doctor within the health service and community

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?

A photograph of four King penguins standing on a dark, pebbly beach. Three penguins are on the left, and one is on the right. A red speech bubble with a blue background is positioned above the penguins, containing the text "Do that.. & Don't do that".

**Do that.. &
Don't do that**

Follow Me





Thanks