

Teaching and Assessing Professionalism

Professionalism Education

Professionalism is a competency and skill that is developed with time. A multi-pronged approach is recommended recognizing that practicing professionalism is much more complex than simply applying a set of guidelines. Professionalism training is a process of socialization and establishing a professional culture beyond the formal curriculum. Training should incorporate the following elements:

- Set expectations
 - Direct learners to codes and definitions of professionalism and help them interpret and apply those definitions in the clinic, if needed
- Provide experience
 - Role model and practice/experience the discussed professional attributes then observe the learner practicing
- Evaluate outcomes
 - Assess how well the learner has acquired and integrated the professional skills through reflection and discussion

Role Modeling Professionalism

Role modeling allows space for nuanced and complex situations that can't always be covered in a didactic. Role modeling also reinforces the various attributes of professionalism allowing students to observe and imitate skills beyond integrity and respect.

- Key components to role modeling:
 - Determine the best setting for different professional behaviors
 - Frame the encounter by telling the learner what you're looking for
 - Reflect and debrief to reinforce behaviors