Family Medicine Professionalism Policy

<table>
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<tr>
<th>Office of Accountability:</th>
<th>Director, Postgraduate Medical Education</th>
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<tr>
<td>Office of Administrative Responsibility:</td>
<td>Residency Program, Department of Family Medicine</td>
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<tr>
<td>Approver:</td>
<td>Residency Program Committee</td>
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<td>Scope:</td>
<td>Family Medicine Residents</td>
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PURPOSE

To identify the common themes on professionalism from the College of Family Physicians of Canada.

TWELVE THEMES THAT DEFINE PROFESSIONALISM IN FAMILY MEDICINE

1. Day-to-day behaviour reassures one that the physician is responsible, reliable, and trustworthy.

2. The physician knows his or her limits of clinical competence and seeks help appropriately.

3. The physician demonstrates a flexible, open-minded approach that is resourceful and deals with uncertainty.

4. The physician evokes confidence without arrogance, and does so even when needing to obtain further information or assistance.

5. The physician demonstrates a caring and compassionate manner.

6. The physician demonstrates respect for patients in all ways, maintains appropriate boundaries, and is committed to patient well-being. This includes time management, availability, and a willingness to assess performance.

7. The physician demonstrates respect for colleagues and team members.

8. Day-to-day behaviour and discussion reassures that the physician is ethical and honest.

9. The physician practices evidence-based medicine skillfully. This implies not only critical appraisal and information-management capabilities, but incorporates appropriate learning from colleagues and patients.

10. The physician displays a commitment to societal and community well-being.

11. The physician displays a commitment to personal health and seeks balance between personal life and professional responsibilities.

12. The physician demonstrates a mindful approach to practice by maintaining composure/equanimity, even in difficult situations, and by engaging in thoughtful dialogue about values and motives.
Further information on the observable behaviours under the twelve themes is available on the College of Family Physicians of Canada website.

Failure to demonstrate the positive behaviours of the above themes may have consequences determined by the Program Director or designate.

**DEFINITIONS**

Any definitions listed in the following table apply to this document only with no implied or intended institution-wide use. [▲Top]

<table>
<thead>
<tr>
<th>Definition</th>
<th>Notes</th>
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<tr>
<td></td>
<td>There are no definitions for this Policy.</td>
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**RELATED LINKS**

CFPC Website: Professionalism – [http://www.cfpc.ca/Professionalism/](http://www.cfpc.ca/Professionalism/)