Residency Professionalism Policy

Purpose
To identify the common themes on professionalism

Scope
The policy applies to all residents in the Family Medicine residency program at the U of Alberta

Twelve Themes That Define Professionalism in Family Medicine

1. Behaviour would demonstrate 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. Behaviour and discussion demonstrate that the physician is ethical and honest.
9. The physician practices evidence-based medicine skilfully in the reality of the practice situation. This implies not only critical appraisal and information-management capabilities, but incorporates appropriate lifelong 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 12 themes is available on the College of Family Physicians of Canada website

Failure to demonstrate the positive behaviours of the above themes will result in a Professionalism Contract with the Faculty Advisor or Site Director which will include documentation of examples of professional observable behaviours.

Effective Date: January 1, 2013