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MSPE Advisory Committee
DRAFT: Professionalism Assessment Form
 (June 28-29, 2004 MSPE Advisory Committee Meeting)

Inappropriate -----Appropriate-----Inappropriate
 Too Little -----Too Much

HONESTY / INTEGRITY

	<input type="checkbox"/> 1*	<input type="checkbox"/> 2*	<input type="checkbox"/> 3	<input type="checkbox"/> 4*	<input type="checkbox"/> 5*
Truthfulness	Untruthful; misrepresents position/status; misuses resources; falsifies data, plagiarizes, cheats		Exhibits forthrightness and truthfulness; trustworthy; identifies status/position appropriately; displays honesty at all times		Truthful to the point of blatant insensitivity; tactless
Adherence to ethical principles	Engages in unethical behavior (e.g., acceptance of inappropriate gifts, violating professional boundaries, theft, fraud)		Models ethical behavior;		Sanctimonious; intolerant

*Comment required; please provide examples of observed behavior:

RESPONSIBILITY / RELIABILITY / DEPENDABILITY

Inappropriate -----Appropriate-----Inappropriate
 Too Little -----Too Much

	□ 1*	□ 2*	□ 3	□ 4*	□ 5*
Punctuality	Exhibits a consistent lack of punctuality; does not adhere to deadlines		Punctual; meets deadlines		Values timeliness over quality;
Compliance	Does not comply with policies, rules, regulations, and/or laws; does not attend required sessions		Complies with policies, rules, regulations, and laws; attends required sessions		Inflexible; overly reliant on rules; rule-bound to the point of obstructionism
Prioritization	Personal affairs take priority over professional activities		Shows appropriate balance between personal and professional life		Professional activities compromise personal and/or family life
Accountability	Overlooks inappropriate behaviors; avoids responsibility and work		Confronts or reports inappropriate behaviors; assumes responsibility		"Above the law;" not accountable to anyone; controlling; excessive fault-finding; self-righteous; self-aggrandizing

*Comment required; please provide examples of observed behavior:

RESPECT FOR OTHERS (colleagues, faculty, hospital and administrative staff)

Inappropriate -----Appropriate-----Inappropriate
 Too Little -----Too Much

	□ 1*	□ 2*	□ 3	□ 4*	□ 5*
Appearance	Poor hygiene; sloppy/dirty dress		Appropriately groomed and clean		Extremes of dress; provocative
Interactions	Arrogant, overcritical of others; demeans those in subordinate roles		Respects authority and other professionals		Obsequious; goes overboard to please
Teamwork	Non-participatory		Works well with others and team members		Dominant and authoritarian; uncooperative; overbearing

*Comment required; please provide examples of observed behavior:

ALTRUISM

Inappropriate -----Appropriate-----Inappropriate
 Too Little -----Too Much

	□ 1*	□ 2*	□ 3	□ 4*	□ 5*
Concern for others	Concern for self supercedes concern for others; self-centered; selfish; unwilling to extend self		Shows appropriate concern for others; goes the extra mile without thought of reward		Selfless to the point of taking needless risks; overextends self to own detriment

*Comment required; please provide examples of observed behavior:

EMPATHY: the ability to perceive, recognize, and acknowledge another person's physical, emotional, and social needs, and to demonstrate appropriate sensitivity, and concern

Inappropriate -----Appropriate-----Inappropriate
 Too Little -----Too Much

	<input type="checkbox"/> 1*	<input type="checkbox"/> 2*	<input type="checkbox"/> 3	<input type="checkbox"/> 4*	<input type="checkbox"/> 5*
Compassion	Emotionally unresponsive; exhibits little compassion for others; at times appears cold, indifferent, and "heartless"		Is empathic and sensitive to others; perceptive; can put self "in others' shoes;" maintains objectivity		Objectivity is clouded by desire to help others; emotionally over-responsive and unduly empathic, resulting in inability to be objective or effective; gives misleading information in effort to console

*Comment required; please provide examples of observed behavior:

COMMITMENT TO COMPETENCE AND EXCELLENCE

Inappropriate -----Appropriate-----Inappropriate
 Too Little -----Too Much

	□ 1*	□ 2*	□ 3	□ 4*	□ 5*
Goal-setting	Aimless; educationally adrift		Sets and achieves realistic goals; reflective		Sets unachievable goals
Motivation and drive	Has low standards of achievement; satisfied to "pass" or "make do;" aspires to minimum standards; complacent		Routinely seeks to develop additional knowledge and skills; conscientious; strives for excellence		Overly competitive; perfectionistic; answers for others when others are questioned

*Comment required; please provide examples of observed behavior:

SELF ASSESSMENT / SELF IMPROVEMENT

Inappropriate -----Appropriate-----Inappropriate
 Too Little -----Too Much

	□ 1*	□ 2*	□ 3	□ 4*	□ 5*
Responsibility	Makes excuses; displaces blame		Admits errors; accepts responsibility for actions		Afraid to act for fear of making errors; assumes blame inappropriately; overly obsessive
Feedback	Resists feedback; defensive		Seeks feedback; implements changes		Requires constant reassurance and feedback
Self-confidence	Always insecure; unable to act independently		Appropriately confident; asks for help, when necessary		Overconfident; does not recognize own limitations

*Comment required; please provide examples of observed behavior:

RESPECT FOR PATIENTS

Inappropriate -----Appropriate-----Inappropriate
 Too Little -----Too Much

	☐ 1*	☐ 2*	☐ 3	☐ 4*	☐ 5*
Relationships	Disrespectful to patients; insensitive to their beliefs, opinions, gender, race, culture, religion, sexual orientation, and status		Demonstrates sensitivity to patients' beliefs, opinions, gender, race, culture, religion, sexual preference, and status		Accepting of all patients' behaviors, regardless of their effect
Autonomy	Disregard for patients' autonomy, i.e., patients' rights to choose		Respects patients' autonomy and right to choose		Unable to provide limits for patients' choice
Confidentiality	Disregards patient confidentiality		Demonstrates and maintains sensitivity to confidential patient information		Inappropriately upholds patients' or others' rights to confidentiality, thereby putting them and others at risk for adverse consequences (e.g., suicide, sexual assault, child abuse)

*Comment required; please provide examples of observed behavior:
