Physician Skills Inventory: Understanding Your Results

Transferrable skills are developed capacities that, with practice, may be learned and mastered. There are three major transferrable skill areas found to be critical for all physicians: psychomotor, problem solving, and counseling skills.

*Psychomotor skills:* Well-coordinated physical movements and precise manipulations. Sample items include arm-hand steadiness, finger dexterity, manual dexterity, reaction time, and multi-limb coordination. These skills can be acquired and learned through repeated practice.

*Problem-solving skills:* Intellectual capacities to resolve novel, ill-defined problems in complex real-world settings. Sample items include gathering information, synthesizing information, evaluating ideas, making decisions, and implementing decisions.

*Counseling skills:* The ability to provide professional guidance using psychological methods and interview techniques to help patients work through their issues. Sample items are support, empathy, persuasion, understanding, and patience.

In addition to increasing self-awareness and identifying your strengths and weaknesses, these results will help to improve your knowledge and understanding of the transferable skills necessary for everyday practice of medicine in different specialties as well as to identify and remediate skill deficiencies. For example, if you are considering the specialty of psychiatry and score low on counseling skills, seek opportunities to practice and improve your counseling skills.

Use these results along with your results from the Medical Specialty Preference Inventory, to consider how well your specialty interests match your current skills and, if needed, develop a skill improvement plan.

*About the Specialty Comparison Groups*

The specialty groups for comparing your skills profile are grouped as follows:

*Primary care specialties:* include family medicine, internal medicine, medicine/pediatrics, and pediatrics.
Surgical specialties: include general surgery, gynecologic oncology, maternal fetal medicine, obstetrics and gynecology, orthopaedic surgery, and pediatric urology.

Technical specialties: include cytopathology, emergency medicine, general surgical pathology, interventional radiology, neurologist, pathology, psychiatry, radiation oncology, and radiology.

Medical specialties: include allergy & immunology, cardiology, critical care, gastroenterology, geriatrics, hematology and oncology, hospitalist, neonatology, nephrology, palliative care, pulmonary, pulmonary and critical care medicine, reproductive endocrinology, rheumatology, and sports medicine.