



Professionalism/Leadership Curriculum

NGMC- Family Medicine Residency Program
Gainesville, Ga

PGY: 1-3

Description of Rotation:

This is a longitudinal experience over the length of the residency, with **direct** supervision by faculty members. Supplemental longitudinal learning in the FMP supervised by Family Physician Faculty and Leadership experts is also expected. Residents will complete assigned readings and participate in monthly discussions covering the various aspects of professionalism and leadership as portrayed by selected case studies from “Family Practice Stories”, “Leading with Honor” as well as relevant current events and other readings when appropriate. Working together with other Leadership Coaches they will build on issues of accountability, perseverance and problem solving.

Overall Goals of Professionalism Curriculum

Residents will:

- Define professionalism (values and behavior) in the context of medical practice.
- Exemplify the professional, ethical and personal characteristics of what makes an effective family physician.
- Discuss how the practice and values of family medicine have changed over the past 60 years.
- Identify the contemporary barriers and pressures that discourage optimal professionalism in the practice of medicine and in family medicine.
- Discuss how the “art of medicine” and the “art of healing” relate to professionalism.
- Describe the value of “mindfulness” in the practice of medicine and how it can promote meaningful relationships with patients.
- Develop an action plan for incorporating major elements of professionalism in one’s practice recognizing that as a physician we must first demonstrate personal leadership before we can lead a team.
- Train and equip resident to handle “Crucial Conversations” with integrity and fairness.
- Inspire residents to be team builders in the FMP, hospital, and their future workplace and to help that team to move from mediocracy to greatness.
- Appreciate accountability and the importance of a wingman/practice partner.

Professionalism/Leadership in Life and Medicine

Family physicians share the belief that health care is best organized and delivered in a patient-centered model, emphasizing patient autonomy, shared responsibility, and responsiveness to the needs of diverse populations. Family physicians place the interests of patients first while setting and maintaining high standards of competence and integrity for themselves and their professional colleagues. Professionalization is the developmental process that requires individuals to accept responsibility for learning and maintaining the standards of the discipline, including self-regulating lapses in ethical standards. Family physicians maintain trust by identifying and ethically managing the potential conflicting interests of individual patients, patients’ families, society, the medical industry, and their own self-interests. To be an effective leader, advocate, and family physician, we must become an example for our patients, families, and peers.

PROF-1 Completes a process of professionalization (from Personal leadership to dynamic influential leadership)

The Family Medicine Resident:

- Embraces the professional, and professional obligation of being family physician
- Knows the basic principles of medical ethics
- Knows institutional and governmental regulations for the practice of medicine



- Engages in self-initiated pursuit of excellence
- Recognizes that conflicting personal and professional values exist
- Demonstrates leadership and mentorship in applying shared standards and ethical principles, including the priority of responsiveness to patient needs above self-interest across the health care team
- Demonstrates honesty, integrity, and respect to patients and team members
- Develops personal (ongoing), institutional, and organizational strategies to protect and maintain these principles

PROF-2 Demonstrates professional conduct and accountability (Leading with Honor)

The FM Resident:

- Presents him or herself in a respectful and professional manner
- Consistently recognizes limits of knowledge and asks for assistance
- Recognizes professionalism lapses in self and others
- Maintains appropriate professional behavior without external guidance
- Attends to responsibilities and completes duties as required
- Has insight into his or her own behavior and likely triggers for professionalism lapses, and can use this information to be a better leader
- Reports professionalism lapses using appropriate reporting procedures
- Models professional conduct placing the needs of each patient above self-interest
- Exhibits self-awareness, self-management, social awareness, and relationship management
- Helps implement organizational policies to sustain medicine as a profession
- Maintains patient confidentiality
- Negotiates professional lapses of the medical team
- Documents and reports clinical and administrative information truthfully
- Completes all clinical and administrative tasks promptly
- Identifies appropriate channels to report unprofessional behavior

PROF-3 Demonstrates humanism and cultural proficiency (Leading with Heart)

- Consistently demonstrates compassion, respect, and empathy
- Recognizes impact of culture on health and health behaviors
- Displays a consistent attitude and behavior that conveys acceptance of diverse individuals and groups, including diversity in gender, age, culture, race, religion, disabilities, sexual orientation, and gender identity
- Incorporates patients' beliefs, values, and cultural practices in patient care plans
- Identifies health inequities and social determinants of health and their impact on individual and family health and seeks to remove barriers to health
- Understands the social determinants impact outcomes and works with families and communities to promote "Health in All" policies
- Elicits cultural factors from patients and families that impact health and health behaviors in the context of the biopsychosocial model
- Develops organizational policies and education to support the application of these principles in the practice of medicine
- Identifies own cultural framework that may impact patient interactions and decision-making



PROF-4 Maintains emotional, physical, and mental health; and pursues continual personal and professional growth (Professional Development)

The FM Resident leader:

- Demonstrates awareness of the importance of maintenance of emotional, physical, and mental health
- Applies basic principles of Actively seeks feedback and Appropriately manages physician wellness and provides constructive feedback situations in which balance in life to adequately to others maintaining personal manage personal emotional, physical, and emotional, physical, and mental health are mental health challenged
- Recognizes fatigue, sleep deprivation, and impairment
- Balances physician well- being with patient care needs
- Recognizes signs of impairment in self and team members, and responds appropriately
- Optimizes professional responsibilities through the application of principles of physician wellness to the practice of medicine
- Maintains competency appropriate to scope of practice
- Accepts constructive feedback

Reference Materials

- AAMC Compact between Resident Physicians and Their Teachers
- Medical Professionalism in the New Millennium
- Running Your Business Like a Business (AAFP)
- Online course by Corexcel “Professionalism in the Office”
- Leading with Honor