

ASSESSING PROFESSIONALISM: THEORY AND PRACTICE

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Box 1

1. HONESTY / INTEGRITY

- earns the respect of others
- puts truth before personal advantage eg would not cheat in examinations or plagiarise material
- records and reports accurately on activities

2. RESPONSIBILITY / RELIABILITY

- is dependable and fulfills commitments e.g. reliably completes agreed duties and meets deadlines
- is punctual and is not late or absent regularly without justification

3. COMPASSION

- shows a caring attitude, e.g. as evidenced by feedback from patients/relatives/staff/peers
- strives to understand the needs of others and attempts to meet the physical and emotional needs of patients, where appropriate

4. SELF-APPRAISAL

- recognises own abilities and limitations; admits and handles errors and criticism appropriately
- recognises and declares conflicts of interest
- maintains professional standards and performs procedures according to ability
- balances personal and professional life, and recognises the need to work safe hours
- recognises the need for appropriate care of physical and mental health and seeks help where necessary
- recognises that use of alcohol or drugs may impair performance and takes appropriate action where necessary

5. DOCTOR / PATIENT RELATIONSHIP

- respects the patients' privacy and dignity and maintains patient confidentiality
- protects the patient's rights and avoids emotional, sexual, physical or financial exploitation

6. DISCRIMINATION

- behaves equitably towards all, irrespective of gender, age, culture, gender, age, culture, social and economic status, sexual preferences, beliefs, contribution to society, illness-related behaviours or the illness itself

7. RESPECT

- shows respect for beliefs, rights, roles, responsibilities, abilities and cultural values of others
- shows sensitivity in all interactions with patients and is not aggressive, hostile, derogatory or demeaning
- respects the personal and professional integrity and roles of other health professionals
- respects and co-operates with peers, patients, staff and other members of the community

8. RELATING TO OTHERS

- resolves conflict constructively
- observes agreed behaviour in electronic communication (see UQ Vice Chancellor's Internet Policy)
- uses appropriate language in all written and verbal communication

9. PARTICIPATION

- willingly participates and contributes in group community activities
- facilitates the learning of others and does not inhibit their efforts
- teaches others who are at earlier stages of learning