

Professionalism

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Professionalism

- Medical professionalism is the ability to meet the relationship-centered expectations required to practice medicine competently

Professionalism

- Residents must demonstrate a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population

Residents are expected to:

- Demonstrate respect , compassion, and integrity; a responsiveness to the needs of patients and society that supercedes self-interest; accountability to patients, society, and the profession; and a commitment to excellence and on-going professional development.

- Demonstrate a commitment to ethical principles pertaining to provision or withholding of clinical care, confidentiality of patient information, informed consent, and business practices.
- Demonstrate sensitivity and responsiveness to patients' culture, age, gender, and disabilities

Professionalism

- Group activity
- Everyday behavior
- Demonstrating the values of the profession

Boy Scouts

- A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent

All I Really Need to Know I Learned in Kindergarten

- Share everything
- Play fair
- Don't hit people
- Put things back where you found them
- Clean up your own mess
- Don't take things that aren't yours
- Say your sorry when you hurt somebody
- Wash your hands before you eat

Kindergarten (Cont.)

- Flush
- Warm cookies and cold milk are good for you
- Live a balanced life
- Take a nap every afternoon
- Watch out for traffic, hold hands, and stick together
- Be aware of wonder

» Robert Fulghum 1986

Professionalism

- Percival 1792- Code of Ethics and Behavior
 - Collective commitment to patients, the public, and their health “raison d’etre”

A Profession- Sociological Definition

- Participation requires formal education
- Control of training standards and discipline
- Scholarly journals
- High social status
- Protection from regulation and market pressures

Authority

- Legal
- Traditional
- Charismatic
- Expert

Expert Authority

- Used to mediate between individuals and society
- Obey commands due to recognized expertise- freedom is maintained
- Authority associated with professionals
- Kant- “physicians mediate between physical man and his society, lawyers between civil man and his society, and clergy between spiritual man and society”

Authority- Lost

- Exploitative actions
- Failure to guarantee quality
- Expert authority a sham- practice not based on scientific evidence but heavily influenced by economic and market forces

Deprofessionalization

- Loss of dedication to service and competence
- Priority on self interest
- Union oriented corporate employees
- Entreperneurs, investors, and corporate executives

Threats to Professionalism

- Physician as employee-divided loyalties
- Physicians as interchangeable- no special importance as individual
- Lifestyle emphasizing free time, leisure activities and “9-5” days

Economics

- Confusing economics and ethics
- Medicare and the AMA
- Profit

Teaching Professionalism

- Modeled
- Practice
- Lectures and ceremonies

Measuring Professionalism

- Surveys
- Trust

Professional Societies

- Lose status by:
 - Lobbying for ‘pocket-book’ issues
 - Training physicians to concentrate on money
 - Battling for political clout

Professionalism

- Moral foundation is the vulnerability of sick persons, necessity of trusting the physician, and relying on character
- Sick person's moral claim on Physician's competence and the use of that competence in the patient's best interest rather than the Physician's self-interest