

**Professional Attributes and Behaviors- Phase 2**

Formal feedback received: End of each required clerkship

Rubric

**Accountability**-- Fulfills obligations in a timely and satisfactory manner and is answerable for personal actions and performance.

Behavior	Level 1	Level 2	Level 3
Assumes responsibility for assigned/expected tasks and duties	Attends and participates in required educational activities consistently, including completion of required administrative tasks (5.4)	Follows through on assigned tasks, identifies gaps in knowledge, completes work in a timely manner (5.4)	Takes responsibility for gaps in knowledge or not meeting standards of performance (8.1)

**Compassion** – Demonstrates a motivation to alleviate and be empathetic to the suffering of others

Behavior	Level 1	Level 2	Level 3
Attends to distress and suffering in others	Identifies instances in which others are in distress/suffering (5.1)	Expresses empathy for others distress/suffering (5.1)	Takes independent action (consistent with knowledge and skills) to relieve distress/suffering in others (Aspirational, 5.1)

**Effective communication**-- Conveys information to diverse groups of individuals in a manner and using appropriate means to affect a desired outcome

Behavior	Level 1	Level 2	Level 3
Conveys information in a manner useful to all members of the health care team	Speaks clearly/writes legibly using correct grammar and abbreviations (as applicable) (4.0)	Defines specialized terms for adequate comprehension by all individuals as needed (e.g. avoids medical jargon, 4.1)	Modifies communication strategies in various situations/settings based on the needs of the sender/recipient (4.2)
Employs active listening skills with all members of the health care team	Describes active listening skills (verbal and nonverbal) (4.0)	Demonstrates use of active listening skills (verbal and nonverbal) to gain appropriate information from patients (4.1)	Uses active listening skills (verbal and nonverbal) on a consistent basis to gain appropriate information from patients, families, and other care team members (4.1)
Employs electronic methods of communication effectively	Utilizes electronic communication to interact with care team as appropriate (4.1)	Responds in a timely manner to pages and other electronic communications (4.0)	Takes appropriate action based on communication gathered via pages and other electronic notifications (4.2)

**Capacity for improvement:** Engages in behaviors and effectively adapts to ensure continuous improvement in the context/setting of their learning environment(s).

Behavior	Level 1	Level 2	Level 3
Adapts to changes in the learning environment	Adjusts to changes to schedules or logistical/technical difficulties (8.0)	Transitions from sequenced (e.g. formal class room) to unsequenced/clinical) learning environment (8.0)	Alters behaviors based on anticipated stressors or changes in the learning environment (8.0)
Receives, provides, and acts upon feedback in an effective manner	Receives from and provides feedback to instructors in a constructive, courteous and respectful manner (3.3, 3.4)	Demonstrates evidence of incorporation of feedback into future performance (3.4)	Seeks feedback actively from multiple sources to and incorporates it to improve future performance (Aspirational, 3.0, 3.4, 8.0)

**Respect**—Demonstrates positive attitudes toward the worth and dignity of every individual

Behavior	Level 1	Level 2	Level 3
Preserves patient dignity and modesty	Identifies instances in which a patient's dignity/modesty may be negatively impacted (5.1)	Takes steps to preserve patient dignity/modesty during interactions (5.1)	Intervenes in an appropriate manner when seeing others (e.g. students/staff/faculty engaging in behaviors negatively impacting patient dignity/modesty. (Aspirational, 5.1)
Applies principles of interprofessional practice	Identifies the roles and relationships among members of the Interprofessional medical team (7.1, ILO T.1)	Recognizes and describes the value of all team members in the care of an individual patient (7.1, ILO T.1)	Utilizes the expertise of other team members to optimize the learning and/or patient care environment (Aspirational 7.2, ILO T.1)