

**Professional Attributes and Behaviors- Phase 3**

Formal feedback received: End of each subinternship (Sub-I) rotation

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)

**Cultural awareness** – Learns from and effectively works with varying beliefs and practices held by themselves, colleagues, patients, and families.

Behavior	Level 1	Level 2	Level 3
Interacts with a diverse group of individuals effectively	Identifies how social determinants of health contribute to the health of culturally, ethnically, and racially diverse groups. (5.2)	Avoids imposing values that may conflict or be inconsistent with those of cultures or ethnic groups other than my own (5.2)	Seeks information on acceptable behaviors, courtesies, customs, and expectations that are unique or diverse groups (Aspirational, 3.0, 5.2)

**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 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)

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

Behavior	Level 1	Level 2	Level 3
Incorporates the needs and goals of patients and their families in patient care	Explains the importance of understanding patient's and/or family's goals and needs (5.0)	Identifies patient's and/or family's goals and needs during patient encounter (5.0)	Demonstrates awareness of patient's and/or family's goals and needs in decision making (Aspirational 5.0)
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)