

Phase 3 Professional Behaviors and Attributes Rubric



The purpose of this form is to provide all medical students with feedback on core professional behaviors and attributes that are important to effective care of patients and interaction with diverse groups of teams.

- Items are divided into five professional attributes: *accountability, compassion, effective communication, respect, and capacity for improvement* (Phase 1) or *interprofessional practice* (Phases 2 & 3).
- Each attribute has a set of behaviors specific to their point in training that a student can demonstrate, and you can observe.
- Behaviors for each attribute are divided into three levels in the attached rubric.
 - Only select/circle the highest-level behavior **that you saw the student demonstrate** during their time with you.
 - If you did not observe a student demonstrate any of the listed behaviors, select “not applicable/not observed.”
 - Level 3 behaviors are often aspirational. A student may not demonstrate a level 3 behavior for some or all attributes.
- Written/narrative comments are also very valuable to the student.
- Your rating is used for feedback only; it does not contribute to the student’s final grade.

Phase 3 Professional Attributes and Behaviors Rubric



Student Name: _____

Visiting Institution: _____

Rotation Dates: _____ to _____

Faculty Name: _____

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	Follows through on assigned tasks, identifies gaps in knowledge, completes work in a timely manner	Completes all tasks and goes beyond this by taking personal responsibility to identify self-perceived gaps in knowledge or performance

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 or suffering	Expresses empathy for others distress or suffering	Takes independent action (consistent with knowledge and skills) to relieve distress or suffering in others

Interprofessional Practice – Collaborates with other health care professionals to deliver patient-centered care

Behavior	Level 1	Level 2	Level 3
Works as an integrated health care team, sharing expertise in a collaborative learning environment, to achieve the best possible health care outcomes	Identifies the roles and relationships among members of the interprofessional medical team	Recognizes and describes the value of all team members in the care of an individual patient	Utilizes the expertise of other team members to optimize the learning and/or patient care environment

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 healthcare professionals	Speaks and writes clearly using correct grammar and abbreviations (as applicable)	Organizes information delivery in comprehensible manner	Modifies communication strategies in various situations/settings based on the needs of the sender/recipient
Conveys information in a manner useful to patient and families	Speaks clearly and uses correct grammar	Defines specialized terms for adequate comprehension by all individuals as needed (e.g., avoids medical jargon)	Modifies communication strategies in various situations/settings based on the needs of the sender/recipient
Employs active listening skills with all members of the health care team	Rarely uses active listening skills (verbal and nonverbal) to gain appropriate information from patients, families, and other care team members	Intermittently uses active listening skills (verbal and nonverbal) to gain appropriate information from patients, families, and other care team members	Uses active listening skills (verbal and nonverbal) to gain appropriate information from patients, families, and other care team members
Clinical documentation synthesis of information	Completes documentation with minor inaccuracies and/or outdated priority or problem list	Effective and organized clinical documentation	Comprehensive documentation that supports medical decision making and severity of illness

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	Identifies patient's and/or family's goals and needs during patient encounter	Demonstrates awareness of patient's and/or family's goals and needs in decision making

Additional comments:

If true, please select:

- I have concerns about this student regarding the above attributes.

Faculty Signature: _____

Date: _____