

Phase 3 Non-Clinical 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 four professional attributes: *accountability, cultural awareness, effective communication, and respect.*
- 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 Non-Clinical Professional Behaviors and Attributes 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 |

Cultural Awareness – Demonstrates the ability to work with individuals from diverse backgrounds

| Behavior | Level 1 | Level 2 | Level 3 |
|---|--|--|---|
| Interacts with a diverse group of individuals effectively | Demonstrates awareness and respect for cultural differences in communication | Acknowledges one’s own cultural biases and continuously seeks to learn from different perspectives | Integrates cultural considerations into interactions and is a model/mentor for others in developing their own cultural awareness skills |

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 team/group | 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 |

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 each member of the team into their work/teaching | Explains the importance of understanding other's goals and needs | Identifies the team's goals and needs during meetings | Demonstrates awareness of team'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: _____