



Northern Ontario  
School of Medicine  
École de médecine  
du Nord de l'Ontario  
ᐅ·ᐅᐅᐅ· ᐅᐅᐅᐅ  
Lᐅᐅᐅᐅ· ᐅ ᐅᐅᐅᐅᐅᐅ

Catherine Cervin  
Dalhousie Family Medicine Faculty Development  
June, 2018

---

INNOVATIVE EDUCATION AND RESEARCH FOR A HEALTHIER NORTH

# Professionalism Nature..... or Nurture?



# Faculty / Presenter Disclosure

- **Faculty:** Catherine Cervin, MD
- **Relationships with commercial interests:**
  - I have no financial or personal relationships to disclose





**Describe and discuss a developmental framework for professional identity formation.**



# 2 minutes dyads



- Think of someone who exemplifies professionalism
- Discuss with your neighbor and list some of the characteristics



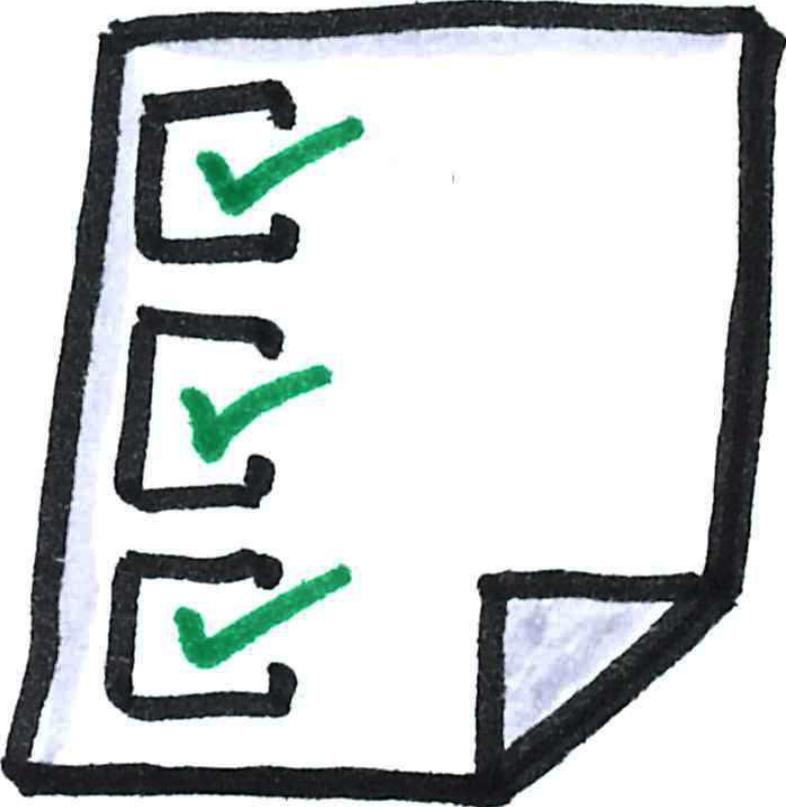
# Professionalism Frameworks



Northern Ontario  
School of Medicine  
École de médecine  
du Nord de l'Ontario  
ᑭᓐᑎᓐᑎᓐ ᑎᓐᑎᓐᑎᓐ  
L'ᓐᑎᓐᑎᓐ ᑎᓐᑎᓐᑎᓐ



# Behaviour Based



# Developmentally Based Professional Identity Formation





# of a Professional Identity in Medicine

| Stage            | Personal characteristics  | Manifestations in a professional context  |
|------------------|---|---|
| 2: Imperial      | An individual who takes into account the views of others but whose own needs and interests predominate  | An individual who can assume professional roles but is primarily motivated to follow rules and to be correct; self-reflection is low. Emotions can overwhelm reason.  |
| 3: Interpersonal | An individual who is able to view multiple perspectives simultaneously and subordinate self-interest; who is concerned about how she or he is perceived by others                     | An individual who can assume professional roles and is oriented towards sharing obligations; tends to seek out those to emulate; is idealistic and self-reflective. Emotions are generally under control, and she or he generally does the right thing. |
| 4: Institutional | An individual who can assume a role and enter into relationships while assessing them in terms of self-authored principles and standards; the self is defined independently of others | An individual who is able to understand relationships in terms of different values and expectations. The external values of the professional become internal values. Reason is in full control over needs, desires, and passion.                        |

Note: Adapted from Kegan R. *The Evolving Self: Problem and Process in Human Development*. Cambridge, Mass: Harvard University Press; 1982.<sup>8</sup>



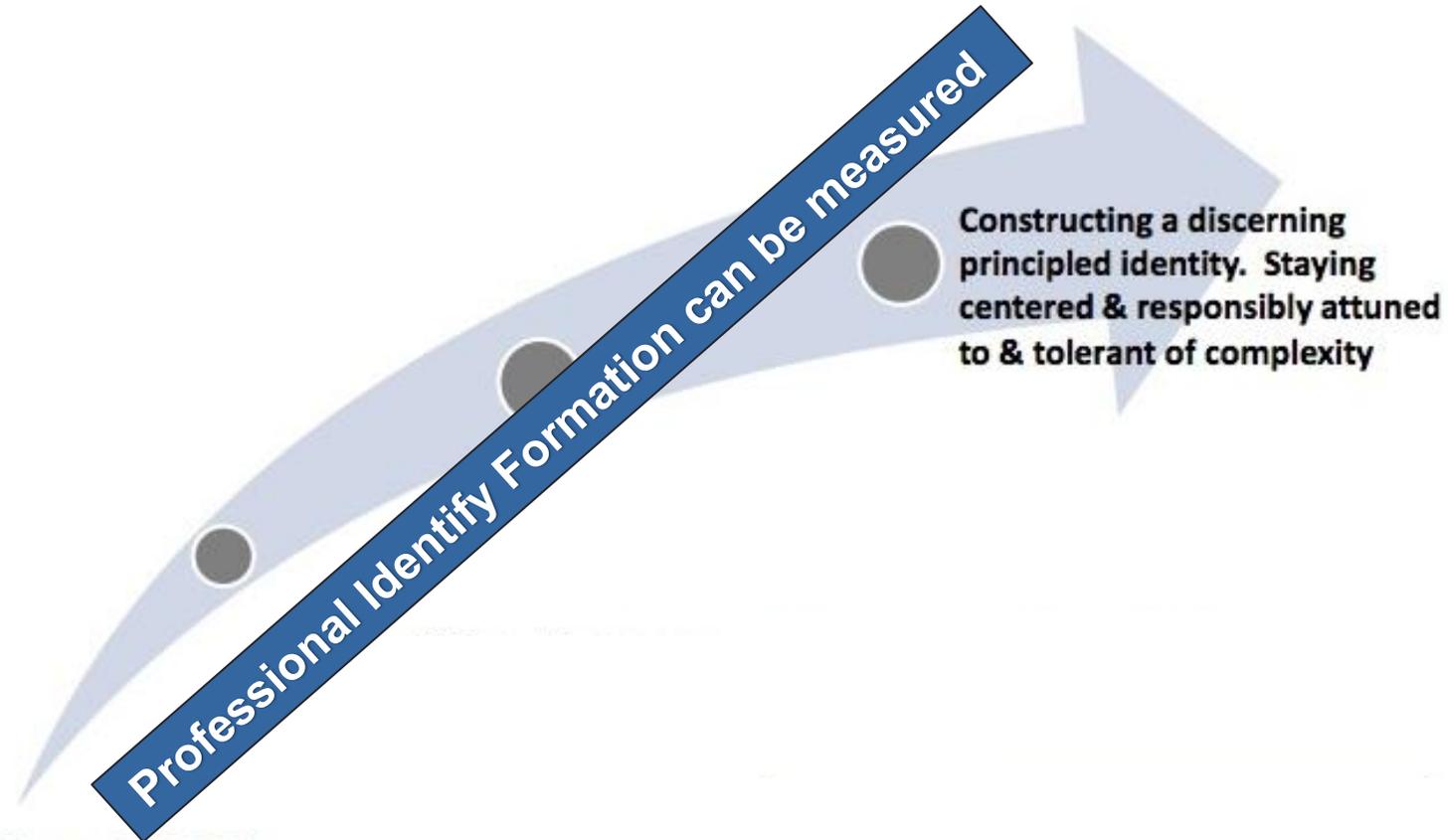


“We do not  
learn from  
experience...we  
learn from  
reflecting on  
experience.”  
—John Dewey



Northern Ontario  
School of Medicine  
École de médecine  
du Nord de l'Ontario  
ᑭᓄᓄᓄᓄ ᑭᓄᓄᓄᓄ  
ᑭᓄᓄᓄᓄ ᑭᓄᓄᓄᓄ

# The Evolving Professional Identity

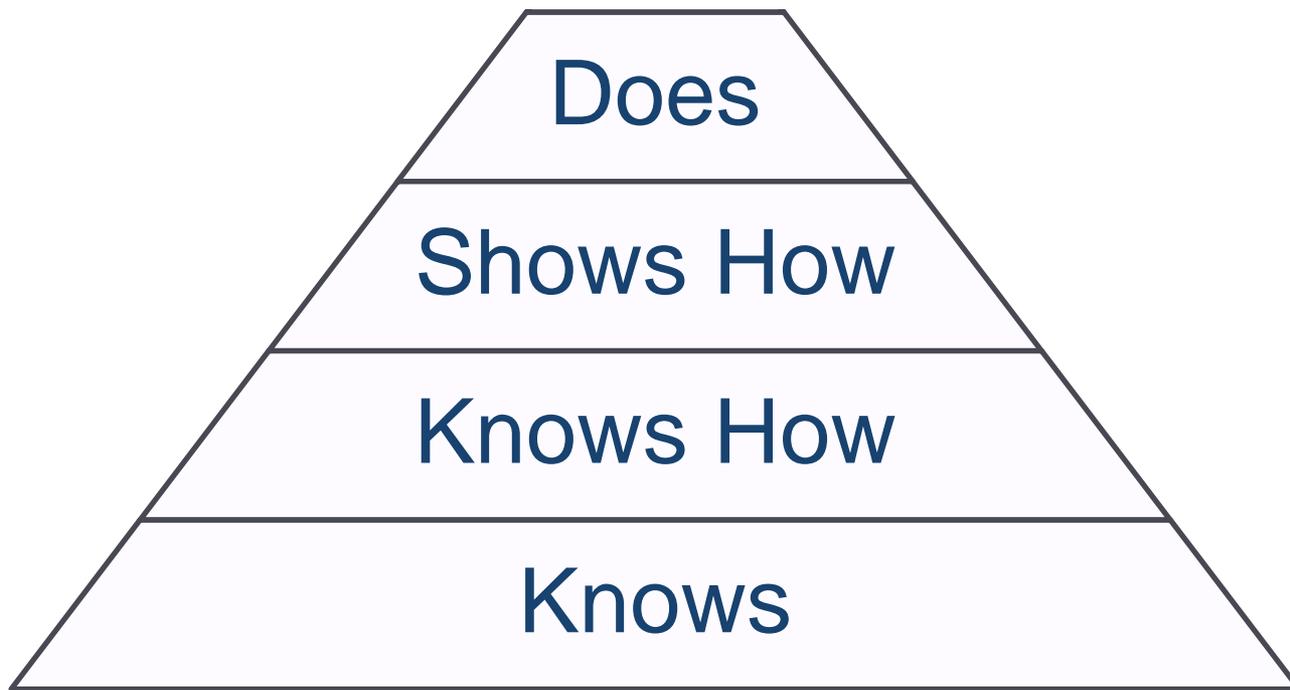


**Kegan, R. (1982)**

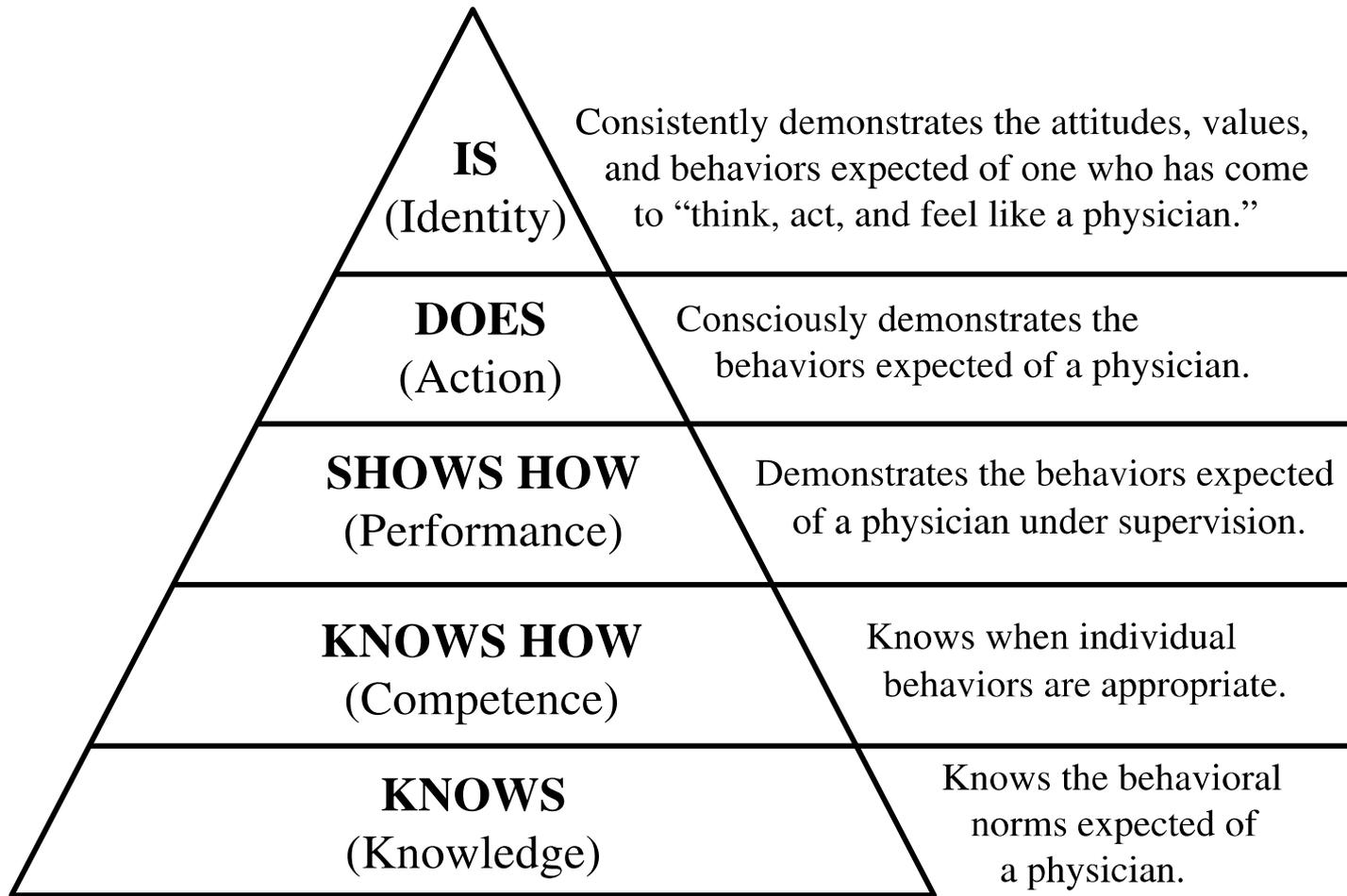
Bebeau, Muriel J., and Kathy Faber-Langendoen. "Remediating lapses in professionalism." *Remediation in Medical Education*. Springer New York, 2014. 103-127.



Northern Ontario  
School of Medicine  
École de médecine  
du Nord de l'Ontario  
ᑭᓄᑦᑎᓄᑦ ᑎᓄᑦᑎᓄᑦ  
L'ᑎᓄᑦᑎᓄᑦ ᑎᓄᑦᑎᓄᑦ







**Figure 2** The amended version of Miller’s pyramid with the addition of “Is” and an outline of what is to be assessed at each level. Sources: Adapted with permission from Miller GE. The assessment of clinical skills/competence/performance. Acad Med. 1990;65(9 suppl):s63–s67. Quotation from Merton, 1957.<sup>22</sup>



# How to Teach and Assess???

HOW CAN YOU TELL WHEN THIS  
STUFF IS RIPE, ANYWAY?

Veggies should pull easily  
off the vine or branch when  
ripe & ready to eat.







**“Coaching, in short, requires a shift in philosophy.**

**It isn't about the finite exercise of teaching something to someone, but rather about the infinite exercise of continuous improvement”**

Chris Watling: Coaching in CBME: Lessons from Sport and Music

*“Professionalism is demonstrated through a foundation of clinical competence, communication skill, and ethical and legal understanding, upon which is built the **aspiration** to and **wise application** of the principles of professionalism: excellence, humanism, accountability, and altruism”*

Stern and Arnold, Measuring Professionalism, 2006

# Assess

- **Knowledge?** Does he know or ascribe to the values of the profession?
- **Judgement?** Can he articulate the dilemma but chooses the wrong solution?
- **Skills?** Can he articulate the right solution but can't operationalize it?
- **Support?** Is the system supporting him to do the “right” thing?



