

**MSPE Advisory Committee
DRAFT: Professionalism Assessment Form**

	Inappropriate ←————→ Too Little ←-----→	Appropriate ↓	←-----→ Inappropriate ←-----→ Too Much		
	□*	□	□	□	□*
HONESTY/INTEGRITY					
Truthfulness	Misrepresents position/status; misuses resources; falsifies data; plagiarizes; cheats; lies □	□	Displays honesty, forthrightness, and trustworthiness □	□	Displays insensitivity and tactlessness □
Adherence to Ethical Principles	Engages in unethical behavior (e.g., accepts inappropriate gifts, violates professional boundaries, steals, engages in fraudulent behavior); overlooks inappropriate behavior in colleagues □	□	Models ethical behavior; confronts or reports inappropriate behavior in colleagues □	□	Appears sanctimonious; displays intolerance; always finds fault; appears overly critical □
RESPONSIBILITY/RELIABILITY/ACCOUNTABILITY					
Punctuality	Is late; misses deadlines □	□	Is punctual; meets deadlines □	□	Emphasizes timeliness at the expense of thoroughness □
Compliance	Ignores policies, procedures, rules, and regulations; misses required sessions □	□	Follows policies, procedures, rules, and regulations; attends required sessions □	□	Displays inflexibility; rigidly relies on rules to the point of obstructionism □
Accountability	Avoids responsibility and work □	□	Appropriately assumes responsibility; asks for help when necessary □	□	Assumes too much responsibility; displays inability/unwillingness to delegate □
Feedback	Makes excuses; displaces blame; resists feedback; appears defensive □	□	Admits errors; seeks and incorporates feedback □	□	Appears afraid to act for fear of making errors; assumes blame inappropriately; requires constant reassurance and feedback □
RESPECT FOR OTHERS (e.g., colleagues, faculty, hospital and administrative staff)					
Appearance	Displays poor hygiene; wears dirty/sloppy clothes □	□	Maintains neat personal appearance □	□	Appears to dress to draw attention to self; although neat, dresses inappropriately for the occasion □
Interactions	Appears insecure and unable to act independently □	□	Respects authority and other professionals; appears appropriately confident; inspires trust □	□	Appears arrogant, overconfident, and demeaning □

Teamwork	Does not participate <input type="checkbox"/>	<input type="checkbox"/>	Works well with others <input type="checkbox"/>	<input type="checkbox"/>	Appears dominant, authoritarian, uncooperative, and overbearing <input type="checkbox"/>
ALTRUISM					
Concern for others	Concern for self appears to supercede concern for others; appears unwilling to extend self <input type="checkbox"/>	<input type="checkbox"/>	Shows appropriate concern for others; goes "the extra mile" without thought of reward <input type="checkbox"/>	<input type="checkbox"/>	Appears selfless to point of taking needless risks; over-extends self to own detriment <input type="checkbox"/>
EMPATHY					
Compassion	Exhibits little compassion for others; at times, appears cold, indifferent, and "heartless" <input type="checkbox"/>	<input type="checkbox"/>	Can put self "in others' shoes," but still maintains objectivity <input type="checkbox"/>	<input type="checkbox"/>	Appears emotionally over-responsive and unduly empathic, resulting in an inability to be objective or effective <input type="checkbox"/>
COMMITMENT TO EXCELLENCE					
Goal-setting	Appears aimless and educationally adrift <input type="checkbox"/>	<input type="checkbox"/>	Sets and achieves realistic goals <input type="checkbox"/>	<input type="checkbox"/>	Sets unachievable goals <input type="checkbox"/>
Motivation	Sets low standards of achievement; appears complacent <input type="checkbox"/>	<input type="checkbox"/>	Seeks additional knowledge and skills; strives for excellence <input type="checkbox"/>	<input type="checkbox"/>	Appears overly competitive and perfectionistic <input type="checkbox"/>
RESPECT FOR PATIENTS					
Relationships	Appears disrespectful and insensitive to patients (beliefs, opinions, gender, race, culture, religion, sexual orientation, and/or socioeconomic status) <input type="checkbox"/>	<input type="checkbox"/>	Demonstrates respect for, and sensitivity to, patients (beliefs, opinions, gender, race, culture, religion, sexual orientation, and/or socioeconomic status) <input type="checkbox"/>	<input type="checkbox"/>	Enables inappropriate/unhealthy patient behavior <input type="checkbox"/>
Confidentiality	Disregards patient confidentiality <input type="checkbox"/>	<input type="checkbox"/>	Demonstrates and maintains sensitivity to confidential patient information <input type="checkbox"/>	<input type="checkbox"/>	Inappropriately upholds patients' or others' right to confidentiality, putting them and others at risk <input type="checkbox"/>

* Requires written comment

For additional information, contact Robert F. Sabalis, PhD, rsabalis@aamc.org

Final