

Assessing Interprofessional Professionalism (IPP) Behaviors: Interprofessional Professionalism (IPP) Tool Kit

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Disclosures

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- Has a non-financial relationship with the Interprofessional Professionalism Collaborative (IPC)

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Learner Objectives

1. Describe specific strategies to assess professionalism behaviors during interprofessional clinical interactions
2. Define what is meant by “interprofessional professionalism”
3. Discuss the behaviors associated with the core values of professionalism as evidenced in the literature
4. Categorize professionalism behaviors by altruism and caring, excellence, ethics, respect, communication, and accountability
5. Practice evaluating professionalism behaviors using the IPA instrument while observing video interprofessional scenarios
6. Strategize ways to incorporate the IPA instrument to evaluate learners in various clinical environments

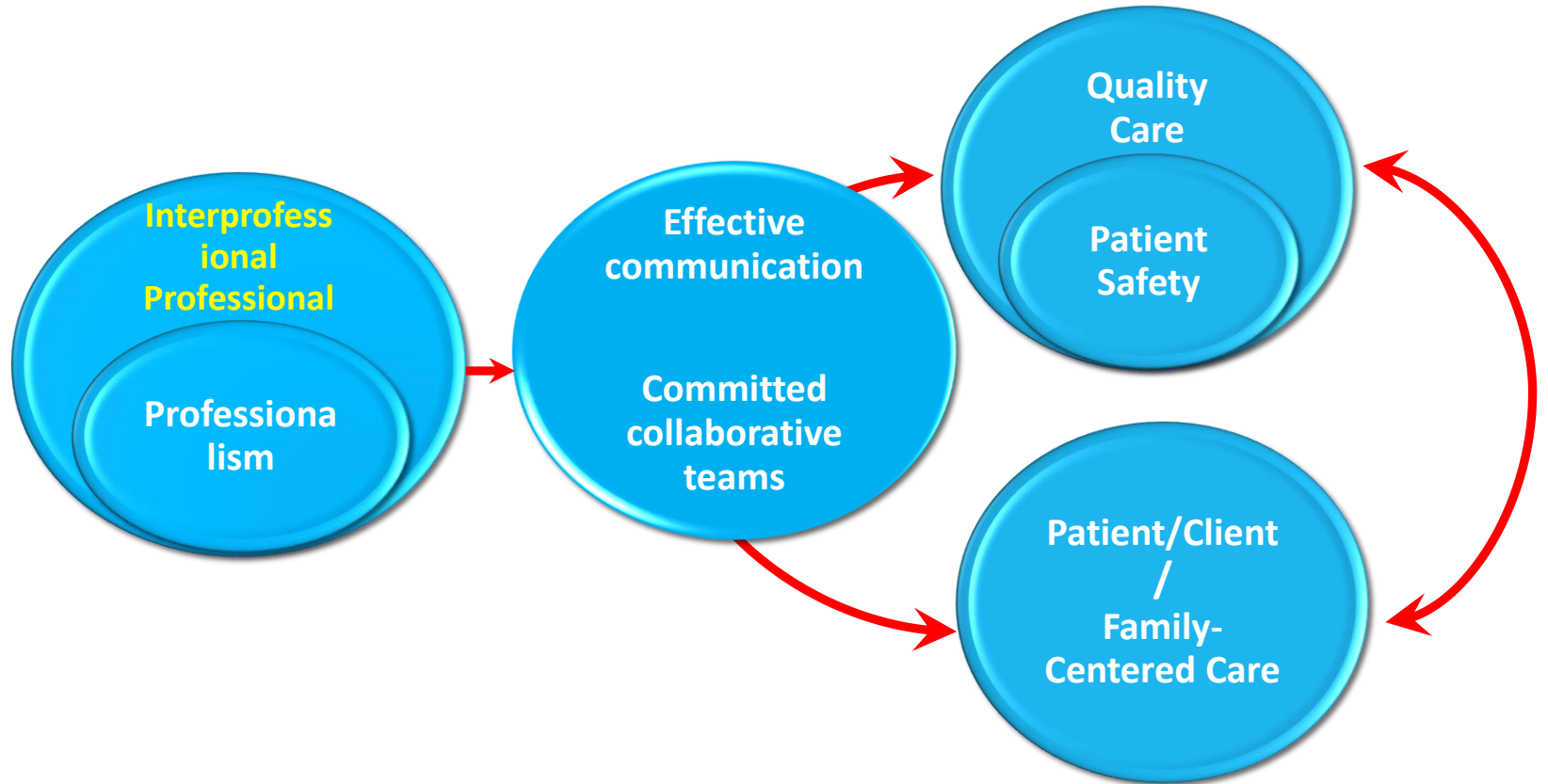
Interprofessional Professionalism (IPP) Definition

Interprofessional Professionalism Collaborative (IPC), 2011

“Consistent demonstration of core values evidenced by professionals working together, aspiring to and wisely applying principles of, **altruism and caring, excellence, ethics, respect, communication, accountability** to achieve optimal health and wellness in individuals and communities.”*

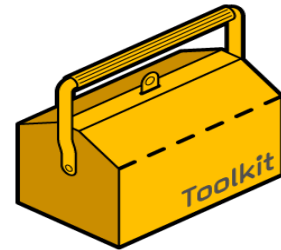
*Stern DT. Measuring Medical Professionalism. Oxford University Press. New York, NY; 2006:19.

IPP and Quality Care Framework

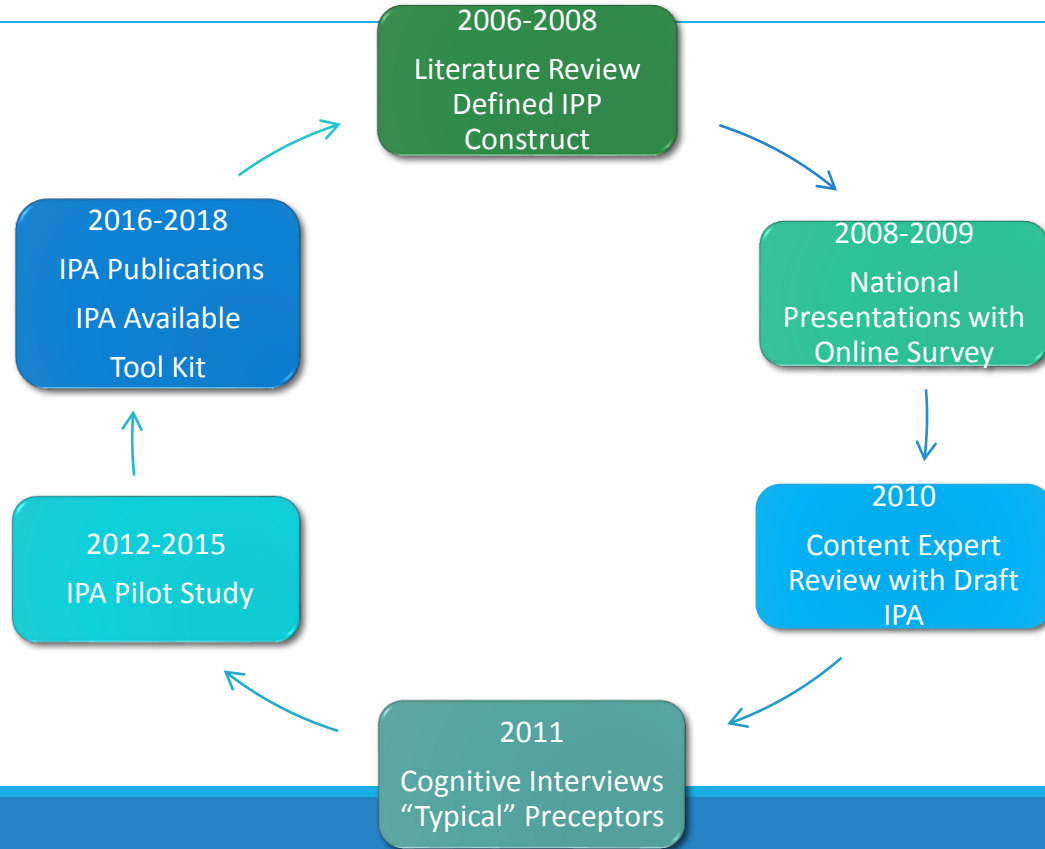


IPP Tool Kit

1. Interprofessional Professionalism Construct
2. Interprofessional Professionalism Assessment (IPA)
3. Case scenarios (written narrative, video, role play)
4. Instructional guidance for faculty and practitioner use in education and practice
5. References



INTERPROFESSIONAL ASSESSMENT DEVELOPMENT



IPA Instrument

1. Defines 6 domains consistent with the IPP construct (altruism and caring, excellence, ethics, respect, communication, accountability)
2. 26-item instrument based on observable behaviors
3. 5-point Likert response format from Strongly Disagree (SD) to Strongly Agree (SA) with N/O (No opportunity to observe in this environment)
4. Comments available for each domain subscale
5. 2 global summary questions for IPP strengths and areas for improvement

Examples of IPP Behaviors

Communication

- Communicates with members of other health professions in a way they can understand, without using profession-specific jargon.

Respect

- Demonstrates confidence, without arrogance, while working with members of other health professions.

Altruism and Caring

- Places patient/client needs above own needs and those of other health professionals.

Examples of IPP Behaviors

Excellence

- Contributes to decisions about patient care regardless of hierarchy/profession-based boundaries.

Ethics

- Reports or addresses unprofessional and unethical behaviors when working with members of other health professions.

Accountability

- Accepts consequences for his or her actions without redirecting blame to members of other health professions.

Interprofessional Professionalism

Domain Definitions

- **Communication:** Impart or interchange of thoughts, opinions or information by speech, writing, or signs; “the means through which professional behavior is enacted.” (Arnold and Stern in Stern 2006)
- **Respect:** “Demonstrate regard for another person with esteem, deference and dignity . . . personal commitment to honor other peoples' choices and rights regarding themselves . . . includes a sensitivity and responsiveness to a person's culture, gender, age and disabilities . . . the essence of humanism . . . signals the recognition of the worth of the individual human being and his or her belief and value system.” (Arnold and Stern in Stern, 2006)
- **Altruism and Caring:** Overt behavior that reflects concern, empathy, and consideration for the needs, values, welfare, and well-being of others and assumes the responsibility of placing the needs of the patients or client ahead of the professional interest.
- **Excellence:** Adherence to, exceeds, or adapts best practices to provide the highest quality care.
- **Ethics:** Consideration of a social, religious, or civil code of behavior in the moral fitness of a decision of course of action, especially those of a particular group, profession, or individual, as these apply to every day delivery of care.
- **Accountability:** Accept the responsibility for the diverse roles, obligations, and actions, including self-regulations and other behaviors that positively influence patient and client outcomes, the profession, and the health needs of society.

Interactive Session

Case vignette

Opportunity to submit questions/comments





CASE VIGNETTE I

The Case of Mr. Jones Part 2



Discussion Session

Using the IPA interprofessional professionalism behaviors for the domains of *Communication, Respect, Altruism and Caring, Ethics, Excellence, and Accountability* what did you note about the individuals' behaviors on the team?

What are individuals on the team doing well?

What could individuals on the team improve with respect to the behaviors in these three domains?

Self Reflection Session

Evaluating the IPP Tool Kit for Education and Practice

1. Given your experience and the context we presented, how comfortable are you applying professionalism to your interprofessional teams?
2. Given the discussion of the IPA how might you use it in education, practice and research with your learners?
3. What recommendations do you have for the development of training materials to be made available as part of the IPP Tool Kit?

How/where to incorporate the assessment tool kit – examples

Case discussions

Clinic settings involving collaborative practice activities

Program, Faculty, Student Evaluations

Anywhere else?

To learn more about the IPP Tool Kit

www.interprofessionalprofessionalism.org



Holtman M, Frost JS, Hammer DP, McGuinn K, Nunez LM. Interprofessional professionalism: Linking professionalism and interprofessional care. *Journal of Interprofessional Care*. 2011; 25:383-385.

Hammer D, Anderson MB, Brunson WD, Grus C, et al. Defining and Measuring Construct of Interprofessional Professionalism. *Journal of Allied Health*. Summer 2012; 41(2):e49-e53.



