

# **INTERPROFESSIONAL PROFESSIONALISM ASSESSMENT**

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**Developed by the Interprofessional Professionalism Collaborative**

**2018**

# INTERPROFESSIONAL PROFESSIONALISM ASSESSMENT

## Purpose:

The purpose of the Interprofessional Professionalism Assessment (IPA) is to evaluate an entry-level health professional's demonstration of professionalism when interacting with members of other health professions.

## Application:

The Interprofessional Professionalism Assessment can be used by health professionals to evaluate themselves or others including learners, peers, supervisors, or subordinates.

## Definition:

*Interprofessional professionalism:* "Consistent demonstration of core values evidenced by professionals working together, aspiring to and wisely applying principles of <sup>1</sup>, altruism and caring, excellence, ethics, respect, communication, accountability to achieve optimal health and wellness in individuals and communities."

<sup>1</sup>Stern DT. *Measuring Medical Professionalism*. Oxford University Press. New York, NY; 2006:19.

## Directions:

Using the rating scale provided below, please express your level of agreement with each of the items based on your overall impressions and observations of the **individual's behavior** throughout the practice experience. This should represent your final assessment of the individual at the conclusion of the practice experience. Definitions are provided as a context for each of the categories provided.

## Rating Scale:

*SD = Strongly disagree; D = Disagree; N=Neutral, A = Agree; SA = Strongly agree; N/O = No opportunity to observe in this environment*

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## Communication

*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)

- |  |                             |                            |                            |                            |                             |                              |
|--|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|------------------------------|
| 1. Works with members of other health professions to coordinate communication with patients/clients and family members.          | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 2. Demonstrates active listening with members of other health professions.   | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 3. Communicates respectfully with members of other health professions.   | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 4. Communicates with members of other health professions in a way they can understand, without using profession-specific jargon. | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 5. Responds to questions posed by members of other health professions in a manner that meets the needs of the requester.         | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |

Provide comments related to the behaviors associated with Communication, including those that are positive and those needing improvement.

## INTERPROFESSIONAL PROFESSIONALISM ASSESSMENT

### Respect

*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)

- |   |                             |                            |                            |                            |                             |                              |
|---|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|------------------------------|
| 6. Demonstrates confidence, without arrogance, while working with members of other health professions.                  | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 7. Recognizes that other health professions may have their distinct cultures and values, and shows respect for these.   | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 8. Respects the contributions and expertise of members of other health professions.                                     | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 9. Seeks to understand the roles and responsibilities of members of other health professions as related to care.        | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 10. Determines patient care roles and responsibilities in a respectful manner with members of other health professions. | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |

Provide comments related to the behaviors associated with Respect, including those that are positive and those needing improvement.

### Altruism and Caring

*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.

- |   |                             |                            |                            |                            |                             |                              |
|---|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|------------------------------|
| 11. Offers to help members of other health professions when caring for patients.                        | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 12. Demonstrates empathy for members of other health professions.                                       | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 13. Models for other health professionals compassion towards patients/clients, families and caregivers. | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 14. Places patient/client needs above own needs and those of other health professionals.                | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |

Provide comments related to the behaviors associated with Altruism and Caring, including those that are positive and those needing improvement.

## INTERPROFESSIONAL PROFESSIONALISM ASSESSMENT

### Excellence

*Excellence:* Adherence to, exceeds, or adapts best practices to provide the highest quality care.

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|---|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|------------------------------|
| 15. Coordinates with other health professions and the patient/client, family and caregivers to produce an optimal plan of care. | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 16. Reviews all relevant documentation from other health care professions prior to making recommendations to plan of care.      | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 17. Contributes to decisions about patient care regardless of hierarchy/profession-based boundaries.                            | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 18. Works with members of other health professions to assure continuity of care for patients.                                   | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |

Provide comments related to the behaviors associated with Excellence, including those that are positive and those needing improvement.

### Ethics

*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.

- |   |                             |                            |                            |                            |                             |                              |
|---|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|------------------------------|
| 19. Interacts with members of other health professions in an honest and trustworthy manner.   | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 20. Works collaboratively with members of other health professions to resolve conflicts that arise in the context of caring for patients/clients. | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 21. Discusses with members of other health professions any ethical implications of healthcare decisions.  | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |
| 22. Reports or addresses unprofessional and unethical behaviors when working with members of other health professions.                            | <input type="checkbox"/> SD | <input type="checkbox"/> D | <input type="checkbox"/> N | <input type="checkbox"/> A | <input type="checkbox"/> SA | <input type="checkbox"/> N/O |

Provide comments related to the behaviors associated with Ethics, including those that are positive and those needing improvement.

## INTERPROFESSIONAL PROFESSIONALISM ASSESSMENT

### Accountability

*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.

23. Engages with members of other health professions in quality assurance/improvement activities. SD D N A SA N/O
24. Seeks clarification from members of other health professions about unclear information. SD D N A SA N/O
25. Accepts consequences for his or her actions without redirecting blame to members of other health professions. SD D N A SA N/O
26. Works with members of other health professions to identify and address errors and potential errors in the delivery of care. SD D N A SA N/O

Provide comments related to the behaviors associated with Accountability including those that are positive and those needing improvement.

### Overall Strengths related to Interprofessional Professionalism

### Areas for Improvement related to Interprofessional Professionalism