

INTERPROFESSIONAL PROFESSIONALISM ASSESSMENT

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Frost J, Hammer D, Nunez L, Adams J, et al. The intersection of professionalism and interprofessional care: development and initial testing of the interprofessional professionalism assessment (IPA). *Journal of Interprofessional Care*. 2018,1-15.
<https://doi.org/10.1080/13561820.2018.1515733>

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 professionals.

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 ¹, altruism and caring, excellence, ethics, respect, communication, accountability to achieve optimal health and wellness in individuals and communities."

¹Stern 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

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. SD D N A SA N/O
2. Demonstrates active listening with members of other health professions. SD D N A SA N/O
3. Communicates respectfully with members of other health professions. SD D N A SA N/O
4. Communicates with members of other health professions in a way they can understand, without using profession-specific jargon. SD D N A SA N/O
5. Responds to questions posed by members of other health professions in a manner that meets the needs of the requester. SD D N A SA N/O

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

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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)

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|---|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|------------------------------|
| 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.

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|---|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|------------------------------|
| 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.

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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.

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|---|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|------------------------------|
| 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.

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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