

MSPE Advisory Committee
DRAFT: Professionalism Assessment Form

	Inappropriate Too Little ←	←	Appropriate ↓	←	→ Inappropriate Too Much
	□*		□		□*
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 □
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 □
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"/>
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"/>
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"/>
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"/>
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

6/05