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| Professionalism Self-Assessment Inventory |
|  | Name: |
|  | Date:Fill this tool out after reflecting on your behavior during the last six months. It is vitally important that you are honest in your responses. Your advisor/mentor/attendings/chief residents will also be completing an assessment on the behaviors that he/she has observed or been made aware of in the past six months.  |
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|  |  | *Never describes me* | *Rarely describes me* | *Often describes me* |
| 1 | Provided unsupervised care of a patient without previous experience or training in the appropriate skills |  |  |  |
| 2 | Excluded patient or other caretakers from involvement in management of patient's illness when there was no valid reason for doing so |  |  |  |
| 3 | Provided treatment that was inconsistent with best practice or evidence without justification |  |  |  |
| 4 | Documented information that did not accurately describe the patient's condition or the care provided |  |  |  |
| 5 | Ensured that patient records were legible |  |  |  |
| 6 | Failed to consult a supervisor or a clinician who was more experienced in caring for the problems being confronted |  |  |  |
| 7 | Provided preferential treatment to patients or families to the detriment of others, based on considerations other than clinical need and available treatment |  |  |  |
| 8 | Failed to recognize and apologize for discourtesy or for errors in treatment or judgment |  |  |  |
| 9 | Failed to respond to a request from family or other professionals (nurse, social worker, physician colleague) to provide care for a patient |  |  |  |
| 10 | Disregarded feedback from others |  |  |  |
| 11 | Did just enough work to get by |  |  |  |
| 12 | Failed to notify supervisors when too tired to work effectively |  |  |  |
| 13 | Failed to ask for patient input (to the extent possible based on individual patient needs and clinical circumstances) in making decisions |  |  |  |
| 14 | Distributed work assignments in a way that is fair to all team members |  |  |  |
| 15 | Failed to demonstrate the leadership skills necessary to enable mechanisms for directing individual and system problems to go through appropriate channels |  |  |  |
| 16 | Avoided responsibility for negotiating conflict among team members |  |  |  |
| 17 | Accepted responsibility for negotiating conflict, but did this at inappropriate times and/or places (i.e. witnessed by patients and families) |  |  |  |
| 18 | Ignored the opportunity to acknowledge and incorporate the expertise of other team members in enhancing patient care |  |  |  |
| 19 | Fail to expend the effort to acquire the knowledge, skills, and attitudes necessary to demonstrate competence as a teacher |  |  |  |
| 20 | Shirked responsibility to help identify coverage in cases where assigned duties could not be carried out |  |  |  |
| 21 | Ignored responsibility to address lapses in professionalism |  |  |  |
| 22 | Failed to notify an attending physician when resident coverage was inadequate and patients were endangered |  |  |  |
| 23 | Failed to engage in critical self-reflection |  |  |  |
| 24 | Demonstrated disruptive or disrespectful behavior in the workplace: abrupt, dismissive comments to staff; angry interchanges with staff; or gestures or body language that convey frustration or anger |  |  |  |
| 25 | Communicated with colleagues in a hurried or incomplete manner regarding patient |  |  |  |
| 26 | Ignored a colleague's obvious distress or impairment |  |  |  |
| 27 | Failed to ask for help when too fatigued to complete work |  |  |  |
| 28 | Demonstrated prejudicial behavior based on race, ethnicity, religion, disability, gender, age, socioeconomic status, or lifestyle, particularly when such prejudicial behavior is distressing to patients and families |  |  |  |
| 29 | Overtly demonstrated cultural insensitivity, especially if with conscious intent and without remorse |  |  |  |
| 30 | Intentionally distorted or misrepresented medical evidence in the development of practice guidelines or medical policies |  |  |  |
| 31 | Failed to take all reasonable steps to protect confidentiality of patients who are participating in research |  |  |  |
| 32 | Accepted gifts from industry or patients/families with an implied or explicit outcome that changes patient care |  |  |  |
| 33 | Failed or refused to participate in advocacy for the legitimate needs of patients |  |  |  |
| 34 | Failed to disclose conflicts of interest to the public or in the course of patient care, when those conflicts of interest affect patient care |  |  |  |
| 35 | Refused to seek legitimate support for patients, such as in gaining access to needed resources |  |  |  |

 Based on the *10 Professional Commitments from ABMS* |