# **Verbs for ACGME Core Competency Objectives\***

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| --- | --- | --- | --- | --- | --- |
| Patient Care | Medical Knowledge | Professionalism | Interpersonal and Communication Skills | Practice-Based Learning & Improvement | Systems-Based Practice |
| * Manage
* Anticipate
* Perform
* Evaluate
* Diagnose
* Provide
* Demonstrate
* Recognize
* Function
 | * Describe
* Explain
* Clarify
* Verbalize
* Characterize
* Identify
* Delineate
* List
* Name
 | * Role model
* Lead
* Consult
* Attend (conferences, didactics)
* Dress
* Decide
* Determine
* Guide
* Educate
* Verbalize
 | * Discuss
* Review
* Interact (with family, with members of the health care team)
* Consult
* Resolve
* Manage conflict
* Negotiate
* Give feedback
* Articulate
* Write
* Express
 | * Collect (data)
* Appraise literature
* Assess
* Formulate (diagnosis, treatment plan)
* Apply (to case)
* Review (charts, case)
* Problem-solve
* Establish goal
* Plan
* Measure
 | * Act (patient advocate)
* Identify resources
* Manage
* Negotiate
* Consult
* Deliver
* Provide efficient care
* Educate (patient, team member)
* Assess efficiency
* Make decisions
 |

# **Differentiating Between PGY Levels\***

|  |  |
| --- | --- |
| Less Advanced(use more descriptive words) | More Advanced(use more active words) |
| Discern (between effective & non-effective leader)Adopt (demeanor, mature attitudeRecite (protocol, process)Perform (procedure)AttemptEmulateStriveDemonstrateExpress | LeadDirectEmbodyRole modelInstructMasterInitiateImplementJustify |

## **Use words that are more easily measured…\***

|  |  |
| --- | --- |
| Instead of.. | Use |
| “know”, “understand” or “learn” | list, recite, present, sort, distinguish, define, describe -- “Give an example of” |
| “be able” | demonstrate, use |
| “know how” | internalize, incorporate into performance |
| “appreciate” | rate as valuable |
| “grasp the significance of” | rank as important |
| “believe” | identify, rate, or rank as a belief or opinion |
| “enjoy” | rate or rank as enjoyable |

\**Source: Writing GME Goals & Objectives: A Toolkit* (Anne Gravel Sullivan, PhD) UWHC GME Office (<https://www.uwhealth.org/files/uwhealth/docs/pdf2/GME_Toolkit.pdf>)