# **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\***

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| --- | --- |
| Less Advanced  (use more descriptive words) | More Advanced  (use more active words) |
| Discern (between effective & non-effective leader)  Adopt (demeanor, mature attitude  Recite (protocol, process)  Perform (procedure)  Attempt  Emulate  Strive  Demonstrate  Express | Lead  Direct  Embody  Role model  Instruct  Master  Initiate  Implement  Justify |

## **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>)