

DEVELOPING PROFESSIONALISM

1. The professional, of any discipline, will possess a range of competencies, skills and attributes. The professional does not need to be expert in all of these components but their overall performance generally depends on how many and how well they are mastered. These can be grouped into; knowledge, 'hard' skills such as techniques and procedures, 'soft' skills such as communication, attitudes, integration and personal attributes. Some components are intuitive, some are learned, some will require training and practice. Some components are required early in the career, others only develop with experience and maturity. Learning, developing and employing these components might be considered as 'Professionalism.'

2. Students will have arrived with some professionalism components already understood. Some skills and competencies will be taught and practiced (such as communication skills and clinical skills), some rules are non-negotiable and must be followed (dress code) and some attributes will be developed by immersion (group working, self-motivation etc). These components will be further developed and new ones added during the programme and other will be developed in Foundation years.

3. The idea of developing professionalism should be an incentive and should inspire individuals to continue to grow. However there are a few components where low professional standards bring the medical profession into disrepute or put patients at risk of harm. Low professional standards are addressed through the Fitness to Practise process.

	Knowledge	Hard Skills	Soft Skills	Integration	Attitude	Personal attributes
Descriptor	Facts, and analysis / interpretation	Methods, with a right / wrong solution	Methods, with no 'right' solution	Working with others to be effective	Interpretation of the context and norms	For happy and successful working
Examples of components	Medical / clinical knowledge	Clinical techniques and procedures	Verbal communication	Group dynamics	Dress and appearance	Integrity
	Scientific knowledge	Motor skills	Non verbal communication	Leadership / inspiration	Interpersonal relationships	Organisation and planning
	Legislative / governance knowledge	Research skills	Interaction and empathy	Team-working		Motivation
				Networking		Efficiency

The Worried Student's Guide to Medical Ethics. In Chapter 2 there are 8 pages relating to professionalism that might be of interest/relevant.