

CORE COMPETENCIES FOR HEALTH PROFESSIONS

1. Patient Care	2. Knowledge for Practice	3. Practice-Based Learning & Improvement	4. Interpersonal and Communication Skills
1. Perform all medical, diagnostic, and surgical procedures considered essential for the area of practice.	1. Demonstrate an investigatory and analytic approach to clinical situations.	1. Identify strengths, deficiencies, and limits in one's knowledge and expertise.	1. Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds.
2. Gather essential and accurate information about patients and their conditions through history taking, physical examination, and the use of laboratory data, imaging, and other tests.	2. Apply established and emerging biophysical scientific principles fundamental to health care for patients and populations.	2. Set learning and improvement goals.	2. Communicate effectively with colleagues within one's profession or specialty, other health professionals and health-related agencies (see also 7.3).
3. Organize and prioritize responsibilities to provide care that is safe, effective and efficient.	3. Apply established and emerging principles of clinical sciences to diagnostic and therapeutic decision making clinical problem solving, and other aspects of evidence-based health care.	3. Identify and perform learning activities that address one's gaps in knowledge, skills, and/or attitudes.	3. Work effectively with others as a member or leader of a healthcare team or other professional group (see also 7.4).
4. Interpret laboratory data, imaging studies, and other tests required for the area of practice.	4. Apply established and emerging principles of clinical sciences to diagnostic and therapeutic decision-making, clinical problem solving, and other aspects of evidence-based health care.	4. Systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement.	4. Act in a consultative role to other health professionals.
5. Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, up-to-date scientific evidence, and clinical judgment.	5. Apply principles of social-behavioral sciences to provision of patient care, including assessment of the impact of psychosocial and cultural influences and cultural influences on health, disease, care seeking, care compliance, and barriers to and attitudes toward care.	5. Incorporate feedback into daily practice.	5. Maintain comprehensive, timely, and legible medical records.
6. Develop and carry out patient management plans.	6. Contribute to the creation, dissemination, application, and translation of new healthcare knowledge and practices.	6. Locate, appraise, and assimilate evidence from scientific studies related to patients' health problems.	6. Demonstrate sensitivity, honesty, and compassion in difficult conversations, including those about death, end of life, adverse events, bad news, disclosure of errors, and other sensitive topics.
7. Counsel and educate patients and their families to empower them to participate in their care and enable shared decision-making.		7. Use information technology to optimize learning	7. Demonstrate insight and understanding about emotions and human responses to emotions that allow one to develop and manage.
8. Provide appropriate referral of patients including ensuring continuity of care throughout transitions between providers or settings, and following up on patient progress and outcomes.		8. Participate in the education of patients, families, students, trainees, peers, and other health professionals.	
9. Provide healthcare services to patients, families and communities aimed at preventing health problems or maintaining health.		9. Obtain and utilize information about individual patients, populations of patients, or communicate from which patients are drawn to improve care.	
10. Provide appropriate role modeling.		10. Continually identify, and implement new knowledge, guidelines, standards, technologies, products, or services that have been demonstrated to improve outcomes.	
11. Perform supervisory responsibilities commensurate with one's roles, abilities and qualifications.			

Source: Morrise, L., Haskell, H., Johnson, J., Townsend, L., & Morrise, K. (2016, December 6). *Beyond Feelings - Linking Stories to Quality Improvement*. Lecture presented at Institute for Healthcare Improvement National Forum, Orlando, Florida.

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5. Professionalism	6. Systems Based Practice	7. Interprofessional Collaboration	8. Personal and Professional Development
1. Demonstrate compassion, integrity, and respect for others.	1. Work effectively in various healthcare delivery settings and systems relevant to one's clinical specialty.	1. Work with other health professionals to establish and maintain a climate of mutual respect, dignity, diversity, ethical integrity, and trust.	1. Develop the ability to use self-awareness of knowledge, skills, and emotional limitations to engage in appropriate help-seeking behaviors.
2. Demonstrate responsiveness to patient needs that supersedes self-interest.	2. Coordinate patient care within the healthcare system relevant to one's clinical specialty.	2. Use the knowledge of one's own role and the roles of other health professionals to appropriately assess and address the healthcare needs of the patients and populations served.	2. Demonstrate healthy coping mechanisms to respond to stress.
3. Demonstrate respect for patient privacy and autonomy.	3. Incorporate considerations of cost awareness and risk-benefit analysis in patient- and/or population-based care.	3. Communicate with other health professionals in responsive and responsible manner that supports the maintenance of health and the treatment of disease in individual patients and populations.	3. Manage conflict between personal and professional responsibilities.
4. Demonstrate accountability to patients, society, and the profession.	4. Advocate for quality patient care and optimal patient care systems.	4. Participate in different team roles to establish, develop and continuously enhance interprofessional teams to provide patient- and population-centered care that is safe, timely, efficient, effective, and equitable.	4. Practice flexibility and maturity in adjusting to change with the capacity to alter one's behavior.
5. Demonstrate sensitivity and responsiveness to diverse patient populations, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation.	5. Participate in identifying system errors and implementing potential systems solutions.		5. Demonstrate trustworthiness that makes colleagues feel secure when one is responsible for the care of patients.
6. Demonstrate a commitment to ethical principles pertaining to provision or withholding of care, confidentiality, informed consent, and business practices, including compliance with relevant laws, policies, and regulations.	6. Perform administrative and practice management responsibilities commensurate with one's role, abilities, and qualifications.		6. Provide leadership skills that enhance team functioning, the learning environment, and/or the healthcare delivery system.
			7. Demonstrate self-confidence that puts patients, families, and members of the healthcare team at ease.
			8. Recognize that ambiguity is part of clinical health care and respond by utilizing appropriate resources in dealing with uncertainty.

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