

Faculty Competencies Version 2

Domain — category

Competency — sub-category

Behaviors — skill targets

Domains: Teaching, Education, Leadership, Communication, Scholarship, Anti-Racism, Professionalism

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Domain 7: Professionalism

Competencies

1. Professional and Ethical Standards
2. Well-being
3. Cultural Awareness and Bias Mitigation
4. Culture of Safety, Diversity, Equity, Inclusion, and Belonging
5. Advocacy
6. Professional Development and Mentorship

Left to right: Increasing skill level

Competency	Level A (Behaviors)	Level B	Level C	Level D
<u>Professional and Ethical Standards</u> (1)	Identifies standards of professional and ethical behavior	Demonstrates ethical and professional behavior consistently	Demonstrates ethical and professional behavior when challenged with ethical dilemmas	Promotes individual and collective fulfillment of the highest values, obligations, and professional duties
<u>Well-being</u>	Identifies importance of physical, mental and emotional well-being for self and others	Self-reflects and discusses well-being strategies with others	Models and practices attention to well-being of self and others	Leads and demonstrates behaviors that enhance well-being outcomes for self and others
<u>Cultural</u>	Recognizes that	Defines concepts	Recognizes	Advocates for

<p><u>Awareness and Bias Mitigation</u></p>	<p>each person has a unique cultural background</p> <p>Recognizes that discrimination exists in medicine (e.g. racial, cultural, gender)</p>	<p>of implicit biases and micro-aggressions in self and others, and understands how these concepts impact learning environment, participants, and systems</p> <p>Identifies potential implicit biases in work environment</p>	<p>implicit biases and micro-aggressions in self and others</p> <p>Openly acknowledges observations of implicit bias in self and others</p> <p>Acts to mitigate the effects of implicit biases and micro-aggressions, assisting learners staff, and faculty to respond to individual incidents appropriately (e.g. utilizing tools such as bystander and upstander training)</p>	<p>equity and contributes to institutional and/or professional organizational efforts to address workplace biases</p> <p>Leads the organization to show improvement in reducing the incidences of bias and microaggressions</p>
<p><u>Culture of Safety, Diversity, Equity, Inclusion, and Belonging</u></p>	<p>Acknowledges the importance of a culture of safety, diversity, equity, inclusion, and belonging to build/enhance trust</p>	<p>Demonstrates how one's values and behaviors enhance a culture of safety, diversity, equity, inclusion, and belonging and build/enhance trust</p>	<p>Leads others in the department and organization to align their values and behavior to nurture a culture of safety, diversity, equity, inclusion, and belonging in order to build/enhance trust</p>	<p>Leads others outside the organization to align their values and behavior to nurture a culture of safety, diversity, equity, inclusion, and belonging to build/enhance trust</p>
<p><u>Advocacy</u></p>	<p>Recognizes faculty responsibility to</p>	<p>Advocates for patients, learners, medical</p>	<p>Pro-actively develops advocacy skills</p>	<p>Teaches advocacy skills and leads change at system,</p>

	advocate for patients, learners, medical education, and family medicine as a specialty	education and family medicine when opportunities arise	and consistently acts as an advocate	local or national level
<u>Professional Development and Mentorship</u>	<p>Recognizes the value of professional development</p> <p>Recognizes need to seek mentorship</p> <p>Reflects upon own performance</p>	<p>Engages in professional development activities</p> <p>Engages a mentor and maintains an ongoing mentorship relationship</p> <p>Identifies personal self-improvement goals</p>	<p>Creates and disseminates evidence-based professional development curricula</p> <p>Develops personal mentorship skills</p> <p>Engages in ongoing self-reflection and self-improvement process</p>	<p>Leads professional development programs to promote continuous improvement</p> <p>Provides effective mentorship for colleagues and learners</p> <p>Models and supports colleagues in process of self-reflection and improvement</p>

(1) AMA Ethical and Judicial Affairs - Code of Professional Ethical Standards