

Interprofessional Professionalism (IPP) Tool Kit Application: Developing and Assessing IPP Behaviors in Practice

INTERPROFESSIONAL PROFESSIONALISM COLLABORATIVE

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Learning Objectives

1. Define “interprofessional professionalism”.
2. Evaluate professionalism behaviors using interprofessional case scenarios applying the Interprofessional Professionalism Assessment (IPA) instrument.
3. Strategize ways to incorporate the IPA instrument and IPP tool kit when evaluating learners in various clinical environments.

IPP Tool Kit Contents

1. *Interprofessional Professionalism construct*
2. Interprofessional Professionalism Assessment (IPA)
3. Case scenarios (written narrative, video, role play)
4. Instructional guidance for faculty and practitioner use in education and practice
5. References



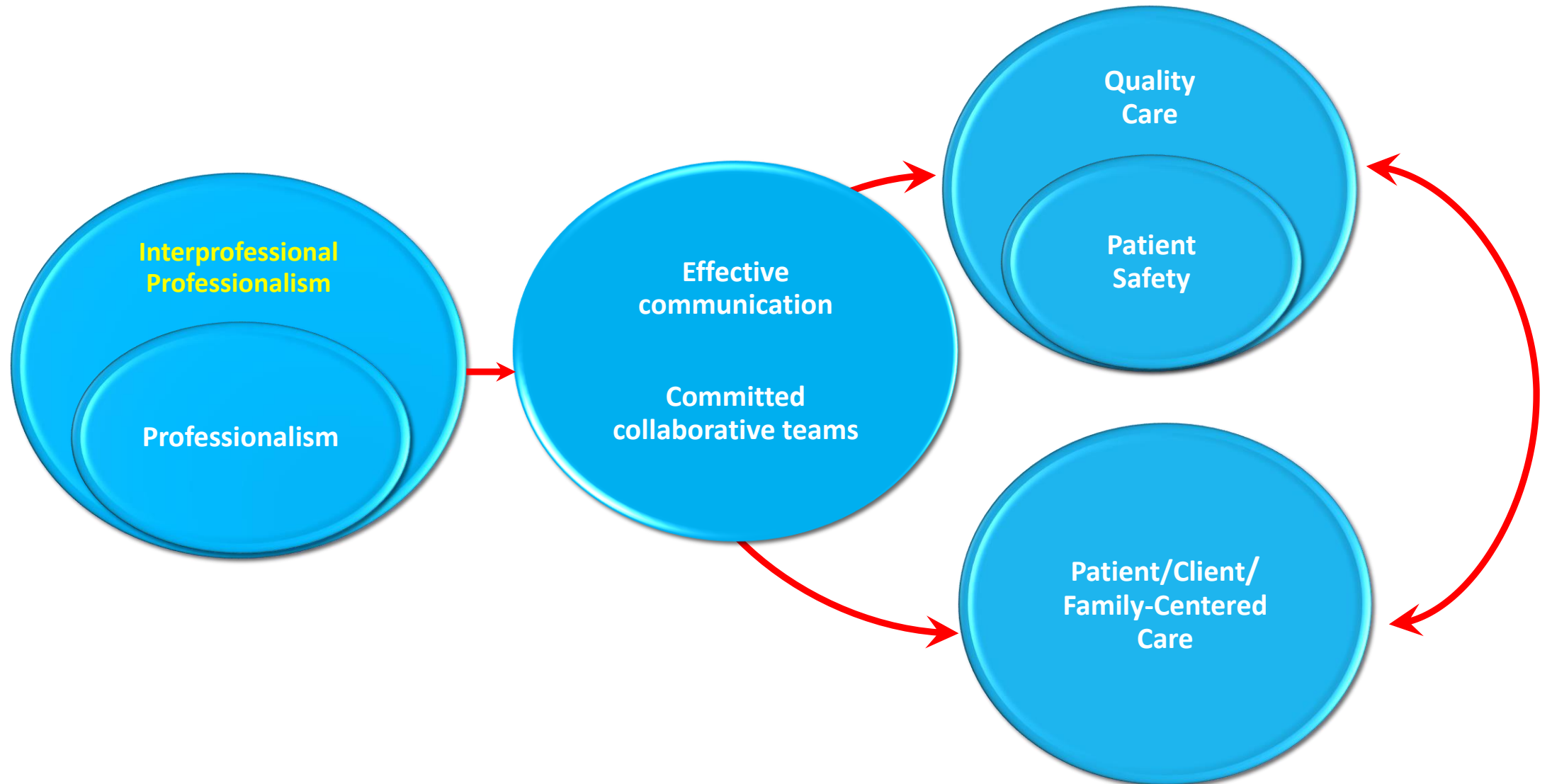
Definition: Interprofessional Professionalism (IPP)

“Consistent demonstration of core values evidenced by professionals working together, aspiring to and wisely applying principles of, **altruism and caring, excellence, ethics, respect, communication, accountability** to achieve optimal health and wellness in individuals and communities.”*

Interprofessional Professionalism Collaborative (IPC), 2011

*Stern DT. Measuring Medical Professionalism. Oxford University Press. New York, NY; 2006:19.

IPP and Quality Care Framework



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IPA Instrument Highlights

1. Defines 6 domains consistent with the IPP construct (altruism and caring, excellence, ethics, respect, communication, accountability)
2. 26-item instrument based on observable behaviors
3. 5-point Likert response format from Strongly Disagree (SD) to Strongly Agree (SA) with N/O (No opportunity to observe in this environment)
4. Comments available for each domain subscale
5. 2 global summary questions: IPP strengths and areas for improvement

IPP Domain Definitions (Refer to IPA)

1. **Communication**: Impart or interchange of thoughts, opinions or information by speech, writing, or signs; “the means through which professional behavior is enacted.” (Arnold and Stern in Stern 2006)
2. **Respect**: “Demonstrate regard for another person with esteem, deference and dignity . . . personal commitment to honor other peoples' choices and rights regarding themselves . . . includes a sensitivity and responsiveness to a person's culture, gender, age and disabilities . . . the essence of humanism . . . signals the recognition of the worth of the individual human being and his or her belief and value system.” (Arnold and Stern in Stern, 2006)
3. **Altruism and Caring**: Overt behavior that reflects concern, empathy, and consideration for the needs, values, welfare, and well-being of others and assumes the responsibility of placing the needs of the patients or client ahead of the professional interest.
4. **Excellence**: Adherence to, exceeds, or adapts best practices to provide the highest quality care.
5. **Ethics**: Consideration of a social, religious, or civil code of behavior in the moral fitness of a decision of course of action, especially those of a particular group, profession, or individual, as these apply to every day delivery of care.
6. **Accountability**: Accept the responsibility for the diverse roles, obligations, and actions, including self-regulations and other behaviors that positively influence patient and client outcomes, the profession, and the health needs of society.

Examples of IPP Behaviors

Communication

- Communicates with members of other health professions in a way they can understand, without using profession-specific jargon.

Respect

- Demonstrates confidence, without arrogance, while working with members of other health professions.

Excellence

- Contributes to decisions about patient care regardless of hierarchy/profession-based boundaries.

Accountability

- Accepts consequences for his or her actions without redirecting blame to members of other health professions.

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Interactive Sessions

Two case vignettes (written and video)

Opportunity to discuss and provide feedback



CASE VIGNETTE I: Oral Health and Team Collaboration (written)



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Discussion Session I

1. Using the interprofessional professionalism behaviors (IPA) for Scene 1 and the domains of *Communication and Respect*, what did you note about individuals' behaviors on the team (positive and constructive feedback)?
2. Using the interprofessional professionalism behaviors (IPA) for Scene 2 and the domains of *Accountability and Ethics*, what did you note about individuals' behaviors on the team (positive and constructive feedback)?
3. Using the interprofessional professionalism behaviors (IPA) for Scene 3 and the domains of *Altruism and Caring and Excellence*, what did you note about individuals' behaviors on the team (positive and constructive feedback)?

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CASE VIGNETTE VIDEO



https://youtu.be/6bYY_Zjw6h8?t=36

Discussion Session II

1. Using the IPA interprofessional professionalism behaviors for the domains of *Communication, Respect, Altruism and Caring*, what did you note about individuals' behaviors on the team (positive and constructive feedback)?
2. Using the IPA interprofessional professionalism behaviors for the domains of *Ethics, Excellence, and Accountability*, what did you note about the individuals' behaviors on the team (positive and constructive feedback)?

Reflections: IPP Tool Kit Evaluation for Practice

1. Given your current exposure and the two cases presented, how comfortable are you applying professionalism to your interprofessional teams?
2. How might you use the IPA instrument in your practice, education and research?
3. What recommendations do you have for the development of additional materials to be made available as part of the IPP Tool Kit?

How to Use IPA with Case Scenario Videos

<http://www.interprofessionalprofessionalism.org/toolkit.html>

1. View the video with learners allowing them to absorb the full health care team interaction.
2. Hand out the IPA to learners.
3. Discuss the Interprofessional Professionalism of the health care team viewed on the video in the context of the general areas in the IPA tool – Communication, Respect, Altruism and Caring, Excellence, Ethics, and Accountability.
4. View the video a second time, instructing learners to choose one profession to follow and rate using the IPA or break learners into groups and assign a profession for each group to follow and rate using the IPA.
5. Discuss observations made during the second viewing.

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For More Information

www.interprofessionalprofessionalism.org

Frost J, Hammer D, Nunez L, Adams J, et al. The intersection of professionalism and interprofessional care: development and initial testing of the interprofessional professionalism assessment (IPA). *Journal of Interprofessional Care*. 2018,1-15.

Holtman M, Frost JS, Hammer DP, McGuinn K, Nunez LM. Interprofessional professionalism: Linking professionalism and interprofessional care. *Journal of Interprofessional Care*. 2011; 25:383-385.

Hammer D, Anderson MB, Brunson WD, Grus C, et al. Defining and Measuring Construct of Interprofessional Professionalism. *Journal of Allied Health*. Summer 2012; 41(2):e49-e53.





THANK
YOU!