

REPORTER

“Consistently good in Interpersonal skills; reliably obtains and communicates clinical findings” (Pangaro, 1999); addresses **WHAT** questions.



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Data Gathering

Data Reporting

Emphasize Reflective, Critical, Strategic & Creative Thinking

INTERPRETER

“Reporting shows selectivity, prioritization, and implies analysis. Fulfills the promise of active involvement in thinking through patient problems, and of acquiring the knowledge to offer a reasonable differential diagnosis” (Pangaro, 2006); addresses **WHY** questions.

Data Interpretation

Applying Medical Knowledge

Emphasize Reflective, Critical, Strategic & Creative Thinking

Knowledge & Skills

- ✓ Collects Data
- ✓ Identifies problems
- ✓ Communicates clinical facts
- ✓ Demonstrates awareness of cultural, socioeconomic differences
- ✓ Reflects on case, self & process
- ✓ Identifies appropriate and optimal information sources

Attitudes & Behaviors

- ✓ Accountable to self and group
- ✓ Considers others' ideas incl. patient
- ✓ Knows who and when to consult Understands and compensates for strengths and weaknesses of self and peers
- ✓ Identifies gaps in knowledge
- ✓ Articulates conditions under which they perform well and those that tend to cause stress or interfere with performance
- ✓ Distinguishes between normal and abnormal

Knowledge & Skills

- ✓ Identifies key findings
- ✓ Uses pertinent positives and negatives
- ✓ Prioritizes issues/problems
- ✓ Offers “reasonable possibilities”
- ✓ Identifies\explains tests & follow-up options
- ✓ Reaches evidence-based conclusions

Attitudes & Behaviors

- ✓ Actively problem-solves, including formulating multiple hypotheses
- ✓ Strategically assesses situation (re diagnostic tests or what they expect to find)
- ✓ Articulates rationales for decision-making
- ✓ Considers which data to collect, how and why it should be collected and how to make sense of it
- ✓ Engages in reflective reasoning and proposes and selects from among reasonable options
- ✓ Actively considers others' perspectives

MANAGER

Consistently answers **HOW** questions, as in how to resolve problems; clinical planning fulfills a promise of working with patients on diagnostic and therapeutic decisions, and a promise of developing the expertise to do so (Pangaro, 2006).

Manage
Data &
Resources

Prioritizes
DDx

Emphasize Reflective,
Critical, Strategic &
Creative Thinking

EDUCATOR

SYNTHESIZES knowledge and practice; committed to mastery of “self-directed learning and a mastery of basics” & “insight to define important questions to research in more depth, the drive to look for hard evidence on which clinical practice can be based, and the skill to know whether the evidence will stand up ‘to scrutiny’” (Pangaro, 2006)

Self & Peer
Educator

Patient
Educator

Emphasize Reflective,
Critical, Strategic &
Creative Thinking

Knowledge & Skills

- ✓ Discerns appropriate resources
- ✓ Applies medical knowledge with some confidence to the case
- ✓ Prioritizes among hypotheses
- ✓ Able to select among options in developing a plan of care
- ✓ Engages at higher interpersonal level of communication, including negotiation of options with patient or colleagues

Attitudes & Behaviors

- ✓ Engages in reflective practice (before, during, after engagement with patient care)
- ✓ Engages in critical reflection that considers relationship among process, outcomes and consequences.
- ✓ Incorporates past experience in present learning
- ✓ Is able to “tailor the plan to the particular patient's circumstances and preferences [which] requires higher-level interpersonal skills, including the skills needed to educate patients” (Pangaro, 2006).
- ✓ Uses knowledge of basic science to identify, justify, and prioritize possible treatments

Knowledge & Skills

- ✓ Reads deeply
- ✓ Shares new learning with others
- ✓ “Defin[es] important questions to look up in more depth takes insight” (Pangaro, 2006).
- ✓ Articulates evidence on which decisions are based
- ✓ “learning systematically from one’s own “practice” experience” (Pangaro, 2006).

Attitudes & Behaviors

- ✓ Engages in personal planning and reflection to fulfill a commitment to deeper expertise for self and colleagues and patients (Pangaro, 2006)
- ✓ Incorporates past experience in present learning
- ✓ Learns systematically from experience and develops awareness and ability to apply it forward
- ✓ Committed to self-correction and self-improvement
- ✓ Demonstrates “internal motivation and time-management skills to look for rigorous evidence on which to base clinical practice, knowing whether current evidence will stand up to scrutiny,” (Pangaro, 2006).



COLLEGE
OF MEDICINE