

<p>REPORTER</p> <p>“Consistently good in Interpersonal skills; reliably obtains and communicates clinical findings” (Pangaro, 1999).</p> <p>Addresses WHAT questions</p>		<p>Data Gathering</p>	<p>Data Reporting</p>	<p>INTERPRETER</p> <p>“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).</p> <p>Addresses WHY questions</p>		<p>Data Interpretation</p>	<p>Applying Medical Knowledge</p>
<p>Knowledge & Skills</p> <ul style="list-style-type: none"> ✓ Collects Data ✓ Identifies problems ✓ Communicates clinical facts ✓ Demonstrates awareness of cultural, socioeconomic differences ✓ Reflects on case, self & process ✓ Identifies appropriate and optimal information sources <p>Attitudes & Behaviors</p> <ul style="list-style-type: none"> ✓ Accountable to self and group ✓ Considers others’ ideas including patient’s ✓ Knows who and when to consult ✓ Understands and compensates for strengths and weaknesses in medical or scientific knowledge 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 		<p>Knowledge & Skills</p> <ul style="list-style-type: none"> ✓ Identifies key findings ✓ Uses pertinent positives and negatives ✓ Prioritizes issues/problems ✓ Offers “reasonable possibilities” ✓ Identifies\explains tests & follow-up options ✓ Reaches evidence-based conclusions <p>Attitudes & Behaviors</p> <ul style="list-style-type: none"> ✓ 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 					
		<p>Emphasize Reflective, Critical, Strategic & Creative Thinking</p>				<p>Emphasize Reflective, Critical, Strategic & Creative Thinking</p>	

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).

Addresses **HOW** questions

Manage
Data &
Resources

Prioritizes
DDx

Emphasize Reflective,
Critical, Strategic &
Creative Thinking

EDUCATOR

SYNTHESIZES knowledge and practice; committed to “self-directed learning and a mastery of basics”; demonstrates “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 in clinical encounters)
- ✓ Reflects critically on the relationship among process, outcomes and consequences
- ✓ Incorporates past experience to inform present learning
- ✓ 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

- ✓ Analyzes what they read; does not take information at face value
- ✓ Shares new learning with others
- ✓ “Defin[es] important questions to look up in more depth takes insight” (Pangaro, 2006).
- ✓ Articulates evidence that provide foundation for clinical decisions
- ✓ Demonstrates a habit of “learning systematically from one’s own “practice” experience” (Pangaro, 2006).

Attitudes & Behaviors

- ✓ Engages in personal planning, goal-setting and reflection to fulfill a commitment to deeper expertise for self and colleagues and patients (Pangaro, 2006)
- ✓ Assists others in goal-setting behaviors
- ✓ Applies learning from experience and develops awareness
- ✓ Committed to self-correction and self-improvement
- ✓ Demonstrates initiative in educating peers and patients
- ✓ 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).

