

**EXPOSURE: Introduction**

**IMMERSION: Development**

**COMPETENCE: Entry-to-Practice**

**Collaboration**

- Interprofessional (IP) theory
- Context and culture of the health care system
- Roles, responsibilities, accountabilities and scope of practice
- Decision-making/critical thinking
  - Perform as an effective team member
    - Flexibility, cooperation, contribution, organization/efficiency, team health maintenance
- Self-reflection
- Change
  - Proactive

**Communication**

- Listening
- Giving and receiving feedback
- Sharing information effectively
- Common language
- Dealing with conflict

**Values and Ethics**

- Relational-centred
- Diversity sensitive
- Interdependence
- Creativity/innovation

**ENTRY-LEVEL ASSESSMENT**

**Knowledge**

- Describe own role, responsibilities, values and scope of practice effectively to clients/patients/families and other professionals.
- Describe interprofessional practice theory with respect to the science and theories behind teamwork.
- Describe the context and culture of the interprofessional (IP) environment that facilitates or inhibits collaboration, and its constraints.
- Identify instances where IP care will improve client/patient/family outcomes.

**A**

**Knowledge**

- Recognize and understand how one's own uniqueness, including power and hierarchy within the IP team, may contribute to effective communication and/or IP tension.
- Recognize and understand how the uniqueness of other team members, including power and hierarchy within the IP team, may contribute to effective communication and/or IP tension.

**D**

**Knowledge**

- Describe IP team dynamics as they relate to individual team members' values and the impact on team functioning in ethical dilemmas.
- Describe the nature of IP ethical reasoning and justification.

**Skill / Behaviour**

- Identify IP ethical issues within a team context.
- Utilize the basic skills of reasoning and justification as it relates to identified ethical issues within an IP team.

**Attitude**

- Reflect on own values, personal and professional, and respect those of other IP team members/clients/families.
- Clarify values including accountability, respect, confidentiality, trust, integrity, honesty and ethical behaviour, equity as it relates to IP team functioning to maximize quality, safe patient care.

**G**

**Skill / Behaviour**

- Accurately describe the roles, responsibilities and scopes of practice of other professions.
- Contribute to:
  - Involving other professions in client/patient/family care appropriate to their roles and responsibilities.
  - Effective decision-making in IP teamwork utilizing judgment and critical thinking.
  - Team effectiveness through reflection on IP team function.
  - The establishment and maintenance of effective IP working relationships/partnerships.

**B**

**Skill/Behaviour**

- Contribute to effective IP communication, including:
  - Giving and receiving feedback,
  - Addressing conflict or difference of opinions,
  - Self-reflecting.

**Attitude**

- Awareness of and openness to utilize and develop effective IP communication skills.

**E**

**Knowledge**

- Describe frameworks for ethical decision-making within an IP team.

**Skill / Behaviour**

- Guided by an ethics framework, contribute to IP ethical reasoning and decision-making.

**Attitude**

- Advance values including accountability, respect, confidentiality, trust, integrity, honesty and ethical behaviour, equity as it relates to IP team functioning to maximize quality, safe patient care.

**H**

**Skill / Behaviour**

- Work collaboratively with others, as appropriate, to assess, plan, provide care/intervention and make decisions to optimize client/patient/family health outcomes and improve quality of care.
- Demonstrate leadership in advancing effective IP team function through a variety of strategies including, but not limited to:
  - Reflection,
  - Promotion of effective decision-making,
  - Identification of factors that contribute to or hinder team collaboration, including power and hierarchy,
  - Flexibility and adaptability,
  - Able to assume diverse roles in their IP group and support others in their roles,
  - Establish and maintain effective IP working relationship partnerships with clients/patients/ families and other team members, teams and/or organizations to support achievement of common goals.

**Attitude**

- Based on client/patient/family needs, consider that preferred practice is IP collaboration and willingly collaborate.

**C**

**Skill / Behaviour**

- Communicate effectively, including giving and receiving feedback.
- Advance IP group functioning through effectively addressing IP conflict.
- Perform as an effective IP team member by:
  - Sharing information,
  - Listening attentively,
  - Using understandable communications,
  - Providing feedback to others,
  - Responding to feedback from others.

**Attitude**

- Develop awareness of and contribute to continual improvement of IP team dynamics and group processes through effective IP communication.

**F**

**Skill / Behaviour**

- Perform effectively to develop shared team values.
- Practice ethically in an IP environment.
- Able to use a framework for ethical decision-making to guide ethical reasoning within an IP team.

**Attitude**

- Accept, through respect and value, others and their contributions in relational-centred care.

**I**

**INTERPROFESSIONAL PARTNERSHIP AND COLLABORATIVE PRACTICE FOR OPTIMIZATION OF CLIENT/PATIENT HEALTH OUTCOMES**