A Framework for the Development of Interprofessional Education Values and Core Competencies
Health Professional Programs, University of Toronto

EXPOSURE: Introduction

Knowledge
- Describe own role, responsibilities, values and scope of practice effectively to clients/patients/families and other professionals.
- Describe interpersonal process 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.

Skill/Behaviour
- Accurately describe the roles, responsibilities and scopes of practice of other professionals.
- 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.

IMMERSION: Development

Knowledge
- Acquire and understand 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.

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.

COMPETENCE: Entry-to-Practice

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/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.

Skill/Behaviour
- 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 and share roles in their IP group and support others in their roles,
  - Establish and maintain effective IP working relationships/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.

Knowledge
- Understand frameworks for ethical decision-making within an IP team.

Skill/Behaviour
- Guided by an ethics framework, contribute to IP ethical reasoning and decision-making for an IP group.
- 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.

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

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