Mentoring Discussion Guide: Professionalism

Australasian College for Emergency Medicine

> This guide provides suggestions to facilitate a mentoring conversation about: **Professionalism**

ACEM Leadership Framework

Domain 1: Personal Qualities

Personal integrity

- Upholds personal and professional ethics and values
- Respects the cultural, social, religious and ethnic backgrounds of individuals
- Values, respects and promotes equality and diversity
- [Domain 1: Personal Qualities > Personal integrity](#)

Strength of character

- Is steadfast and relies on fact-based positions
- Demonstrates courage and confidence in own decisions
- Accepts responsibility for own actions
- Has courage of convictions and is not afraid to make unpopular decisions if necessary
- Upholds the values of the profession
- Exhibits resilience in the face of difficulty
- [Domain 1: Personal Qualities > Strength of character](#)

ACEM Curriculum Framework

Domain: Professionalism

- demonstrates ethical practice
- high personal standards of behavior
- adheres to regulations and duties

Responsibilities to:

- Patients
- Society
- Profession
- Self

Approaches:

- Ask mentee to select topic areas for discussion from the ACEM Curriculum Framework domain descriptors for Professionalism which have been summarised in the table below.
- [ACEM Leadership Online](#) has a large number of resources that can be explored and discussed with the mentee.
- Discuss and explore together an experience when the mentee was faced with competing ethical, clinical, or legal principles.
- Explore mentee reactions and responses to a vulnerable, challenging or end-of-life care patient case to understand and apply strategies for dealing with those responses.
- An additional resource is available in the Emergency Medicine Diploma course: [EMD03 Professionalism and ethics](#).

ACEM CURRICULUM FRAMEWORK DOMAIN: PROFESSIONALISM		
Professional Conduct	Professional behaviour	Code of conduct Competent and current practice
	Regulatory agencies	Misconduct
Medico-legal	Frameworks	Duty of care Mental Health Natural justice Complaints
	Informed consent	High-risk interventions Patient capacity Decision maker, guardianship
	Mandatory reporting	Child protection Notifiable diseases Occupational health and safety
Ethics	Principles	Equitable care Autonomy, beneficence, non-maleficence, justice Futility, dignity, honesty Conflict of Interest
	Confidentiality	Risk factors Documentation Breaching
Responsibility to: Patients	Respect	
	Competing principles	Legal, ethical, evidence-based, best practice Sharing information
Responsibility to: Society	Representative of the profession	Positive public perception
Responsibility to: Profession	Mentoring	
	Professional relationships	Role model Maintenance strategies
	Workplace challenges	Violence, abuse, illness, suffering, trauma End-of-life care, grief Vulnerable patients
	Reflective practice	Feedback Self-reflection Ongoing CPD
Responsibility to: Self	Work-life balance	Priorities Diversification Burnout
	ACEM	Role Contributions
	Impaired clinician	Support Referral