

AAMC Physician Competency Reference Set (PCRS) & Social Accountability (SA)
FIU HWCOC Competency

PATIENT CARE: Provide patient-centered care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health	
PC 1	Perform all medical, diagnostic, and surgical procedures considered essential for the area of practice
PC 2	Gather essential and accurate information about patients and their condition through history-taking, physical examination, and the use of laboratory data, imaging, and other tests
PC 3	Organize and prioritize responsibilities to provide care that is safe, effective, and efficient
PC 4	Interpret laboratory data, imaging studies, and other tests required for the area of practice
PC 5	Make informed decisions about diagnostic and therapeutic interventions based on patient information and preferences, up-to-date scientific evidence, and clinical judgment
PC 6	Develop and carry out patient management plans
PC 7	Counsel and educate patients and their families to empower them to participate in their care and enable shared decision making
PC 8	Provide appropriate referral of patients including ensuring continuity of care throughout transitions between providers or settings and following up on patient progress and outcomes
PC 9	Provide health care services to patients, families, and communities aimed at preventing health problems or maintaining health
PC 10	Provide appropriate role modeling
PC 11	Perform supervisory responsibilities commensurate with one's roles, abilities, and qualifications
KNOWLEDGE FOR PRACTICE: Demonstrate knowledge of established and evolving biomedical, clinical, epidemiological, and social-behavioral sciences, as well as the application of this knowledge to patient care	
KP 1	Demonstrate an investigatory and analytic approach to clinical situations
KP 2	Apply established and emerging biophysical scientific principles fundamental to health care for patients and populations
KP 3	Apply established and emerging principles of clinical sciences to diagnostic and therapeutic decision making, clinical problem solving, and other aspects of evidence-based health care
KP 4	Apply principles of epidemiological sciences to the identification of health problems, risk factors, treatment strategies, resources, and disease prevention/health promotion efforts for patients and populations
KP 5	Apply principles of social-behavioral sciences to provision of patient care, including assessment of the impact of psychosocial-cultural influences on health, disease, care-seeking, care-compliance, and barriers to and attitudes toward care
KP 6	Contribute to the creation, dissemination, application, and translation of new health care knowledge and practices
PRACTICE-BASED LEARNING AND IMPROVEMENT: Demonstrate the ability to investigate and evaluate their care of patients, to appraise and assimilate scientific evidence, and to continuously improve patient care based on constant self-evaluation and lifelong learning	
PBLI 1	Identify strengths, deficiencies, and limits in one's knowledge and expertise
PBLI 2	Set learning and improvement goals
PBLI 3	Identify and perform learning activities that address one's gaps in knowledge, skills, or attitudes
PBLI 4	Systematically analyze practice using quality-improvement methods and implement changes with the goal of practice improvement
PBLI 5	Incorporate feedback into daily practice

PBLI 6	Locate, appraise, and assimilate evidence from scientific studies related to patients' health problems
PBLI 7	Use information technology to optimize learning
PBLI 8	Participate in the education of patients, families, students, trainees, peers, and other health professionals
PBLI 9	Obtain and utilize information about individual patients, populations of patients, or communities from which patients are drawn to improve care
PBLI 10	Continually identify, analyze, and implement new knowledge, guidelines, standards, technologies, products, or services that have been demonstrated to improve outcomes
INTERPERSONAL AND COMMUNICATION SKILLS: Demonstrate interpersonal and communication skills that result in the effective exchange of information and collaboration with patients, their families, and health professionals	
ICS 1	Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds
ICS 2	Communicate effectively with colleagues within one's profession or specialty, other health professionals, and health-related agencies (see also interprofessional collaboration competency (IPC) 7.3)
ICS 3	Work effectively with others as a member or leader of a health care team or other professional group (see also IPC 7.4)
ICS 4	Act in a consultative role to other health professionals
ICS 5	Maintain comprehensive, timely, and legible medical records
ICS 6	Demonstrate sensitivity, honesty, and compassion in difficult conversations (e.g. about issues such as death, end-of-life issues, adverse events, bad news, disclosure of errors, and other sensitive topics)
ICS 7	Demonstrate insight and understanding about emotions and human responses to emotions that allow one to develop and manage interpersonal interactions
PROFESSIONALISM: Demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles	
P 1	Demonstrate compassion, integrity, and respect for others
P 2	Demonstrate responsiveness to patient needs that supersedes self-interest
P 3	Demonstrate respect for patient privacy and autonomy
P 4	Demonstrate accountability to patients, society, and the profession
P 5	Demonstrate sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation
P 6	Demonstrate a commitment to ethical principles pertaining to provision or withholding of care, confidentiality, informed consent, and business practices, including compliance with relevant laws, policies, and regulations
SYSTEMS-BASED PRACTICE: Demonstrate an awareness of and responsiveness to the larger context and system of health care, as well as the ability to call effectively on other resources in the system to provide optimal health care	
SBP 1	Work effectively in various health care delivery settings and systems relevant to one's clinical specialty
SBP 2	Coordinate patient care within the health care system relevant to one's clinical specialty
SBP 3	Incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care
SBP 4	Advocate for quality patient care and optimal patient care systems
SBP 5	Participate in identifying system errors and implementing potential systems solutions
SBP 6	Perform administrative and practice management responsibilities commensurate with one's role, abilities, and qualifications

INTERPROFESSIONAL COLLABORATION: Demonstrate the ability to engage in an interprofessional team in a manner that optimizes safe, effective patient and population-centered care	
IPC 1	Work with other health professionals to establish and maintain a climate of mutual respect, dignity, diversity, ethical integrity, and trust
IPC 2	Use the knowledge of one's own role and those of other professions to appropriately assess and address the health care needs of the patients and populations served
IPC 3	Communicate with other health professionals in a responsive and responsible manner that supports the maintenance of health and the treatment of disease in individual patients and populations
IPC 4	Participate in different team roles to establish, develop, and continuously enhance interprofessional teams to provide patient- and population-centered care that is safe, timely, efficient, effective, and equitable
PERSONAL AND PROFESSIONAL DEVELOPMENT: Demonstrate the qualities required to sustain lifelong personal and professional growth	
PPD 1	Develop the ability to use self-awareness of knowledge, skills, and emotional limitations to engage in appropriate help-seeking behaviors
PPD 2	Demonstrate healthy coping mechanisms to respond to stress
PPD 3	Manage conflict between personal and professional responsibilities
PPD 4	Practice flexibility and maturity in adjusting to change with the capacity to alter behavior
PPD 5	Demonstrate trustworthiness that makes colleagues feel secure when one is responsible for the care of patients
PPD 6	Provide leadership skills that enhance team functioning, the learning environment, and/or the health care delivery system
PPD 7	Demonstrate self-confidence that puts patients, families, and members of the health care team at ease
PPD 8	Recognize that ambiguity is part of clinical health care and respond by using appropriate resources in dealing with uncertainty
SOCIAL ACCOUNTABILITY. Work collaboratively to meet the health needs of patients and society, demonstrate improved health outcomes, and reduce health disparities.	
SA 1	Demonstrate an understanding of the influence and potential implications of social determinants of health on beliefs, behaviors, and outcomes, and incorporate this knowledge into patient care.
SA 2	Identify and utilize appropriate sources of information to analyze significant public health issues, applying data to reach defensible conclusions.
SA 3	Accurately describe the organization and basic financial models of the US health care system and potential impact of this system on patients for whom the student has provided care.
SA 4	Accept and report personal biases and errors, identify potential sources of errors, and develop action plans to reduce risk of future errors.
SA 5	Collaborate with stakeholders inside and outside the health care system to coordinate optimal care and improve health.
SA 6	Apply knowledge of health advocacy, systems, and policy to identify strategies for reducing health disparities and promoting individual and population health.