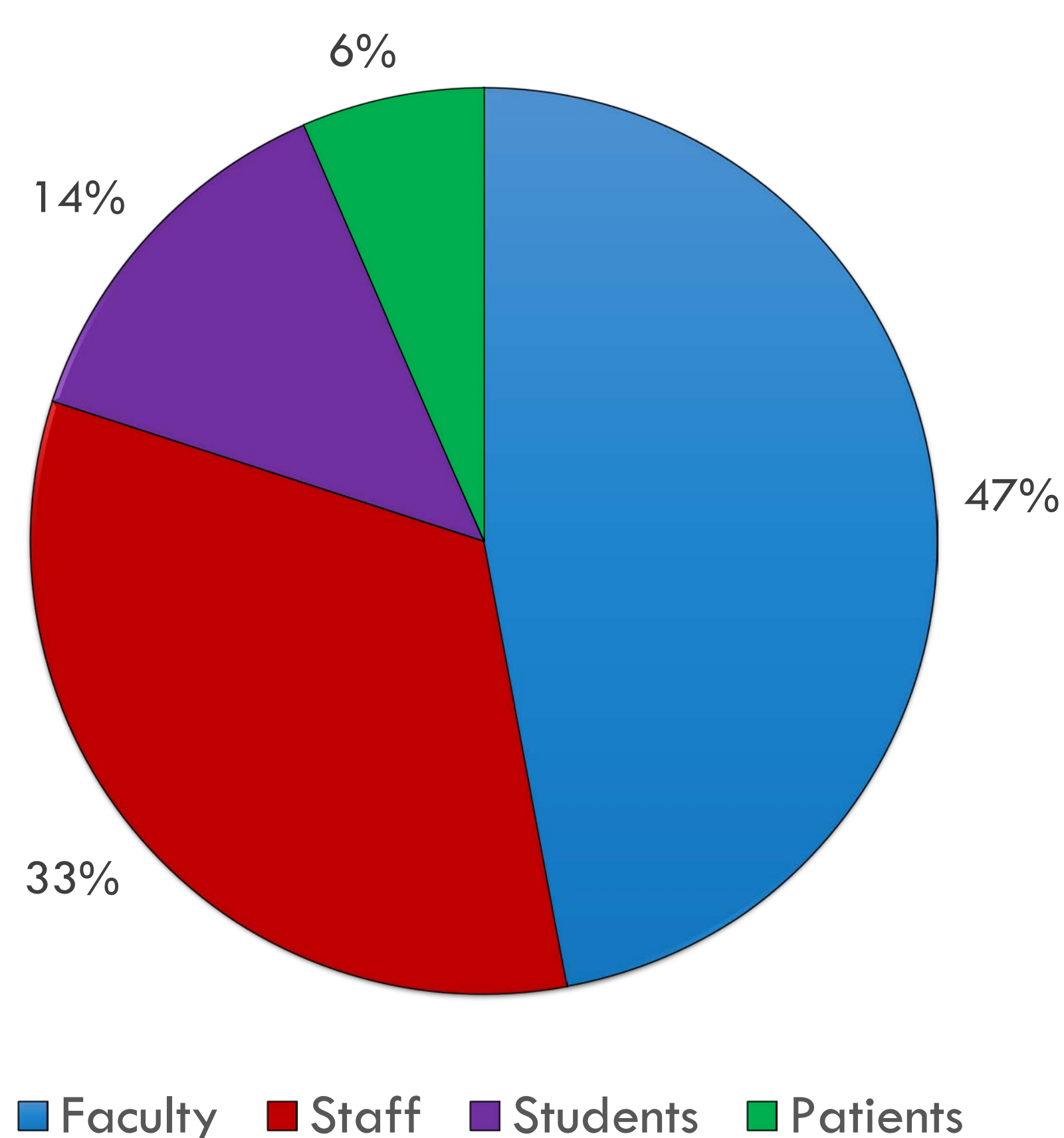


Background

The Kern Institute at the Medical College of Wisconsin (MCW) and the Kern National Transformation Network (Kern NTN) were launched in 2017 to advance the Triple Aim of Medical Education (character, competence, and caring) and transform medical education from pipeline programs through established practice. In order to build the foundation for the advancement of character, competence, and caring, we engaged key audiences and held active discussions regarding the definition and context for these significant terms.

The Kern Institute conducted eleven one-hour listening sessions with faculty, staff, students, and patients in spring 2017.

Listening Sessions Audience (n=170)



Methods

During early 2017, the Kern Institute at MCW issued invitations to participate in one-hour small group facilitated sessions to introduce the Kern Institute and discuss character. These sessions were advertised through the intranet; advanced sign-up was requested in order to manage the group size and ensure representation from all stakeholders. Handouts focused on four questions:

1. What does character mean to you? How does your definition of character apply to medical education?
2. What are the qualities that define future physicians who align with the Kern Institute's Triple Aim of Medical Education?
3. How might character be woven into the way we teach and practice our professions at MCW? What are the opportunities and challenges of advancing character in medical education at MCW?
4. What questions do you have regarding the Kern Institute?

Listening Session Agenda

Kern Institute faculty leaders facilitated these conversations using this agenda:

1. Welcome and Introductions;
2. Brief Overview of Character;
3. Questions and Discussion;
4. Report out of Themes;
5. Wrap-up and Thank You;
6. Follow-up survey notification.

Character Listening Sessions

What qualities define future physicians who are aligned with the Triple Aim of Healthcare?	Top 5 Responses: What does Character mean to you?	Character is...
Compassion	Respect	...is very difficult to define—you know it when you see it.
Resiliency	Moral compass	...mentoring to cultivate and develop compassion and caring needs to be emphasized.
Competent	Integrity	...built through dealing with adversity.
Trustworthy	Honesty	...creating environments that support the character development of a physician.
Good listener	Values	...who you are when you think no one else is looking.

Defining Character



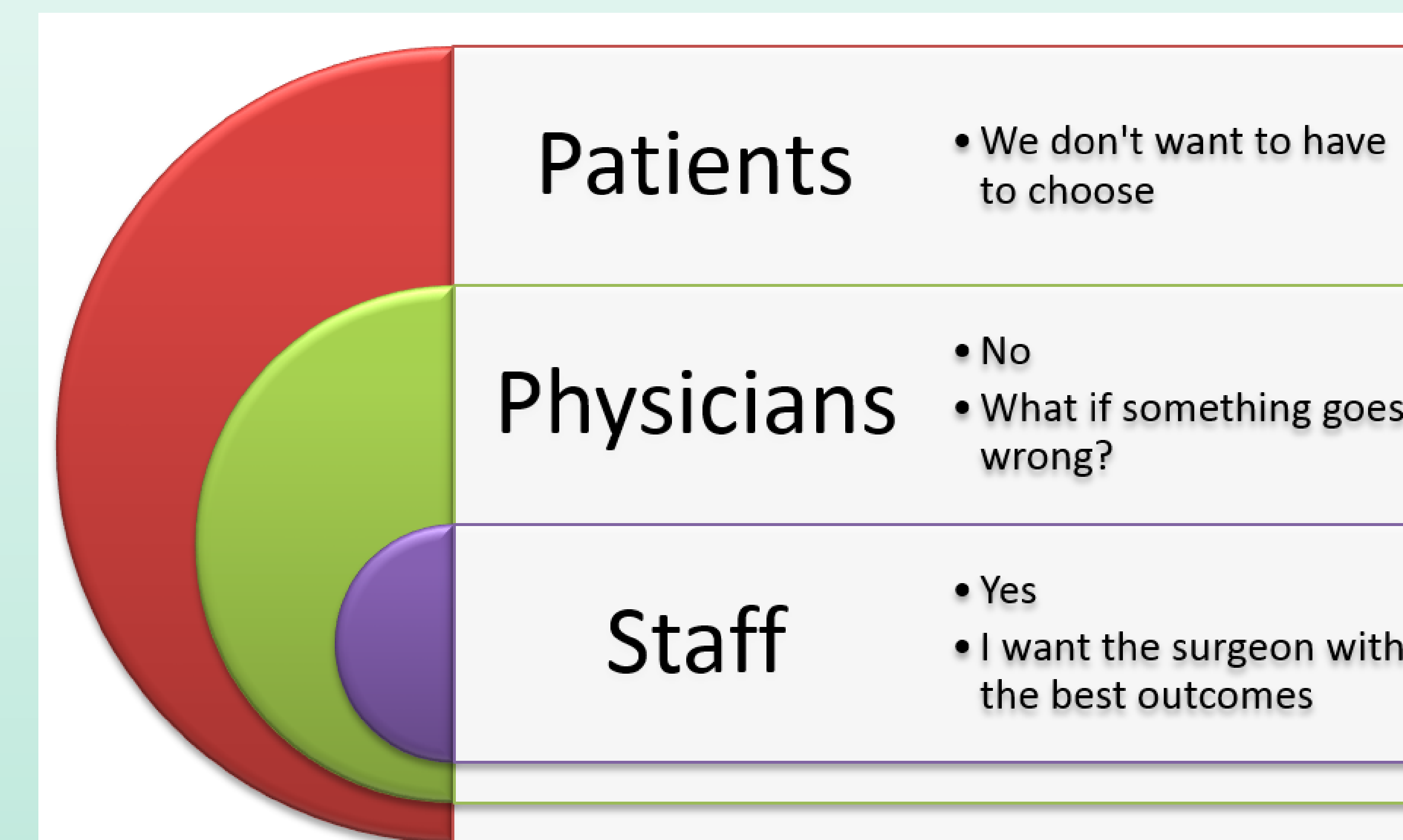
Character manifests itself in dispositions and practices.

“Those who possess these virtues possess them in so far as they recognize certain considerations (such as the fact of a promise, or of a neighbour’s need) as powerful, and in many circumstances compelling reasons for acting. They recognize the reasons and act on them.”

-Philippa Foot

Significance

Can a person be a good physician and have bad character?



Kern NTN Character Definition

Character is the complex constellation of psychological characteristics that motivates and enables individuals to act as moral agents. These characteristics are developmentally dependent and contextually formed over time. Character manifests in dispositions and practices, which are influenced by situations and valued according to the sociocultural context.

Scan our QR code for more info.

