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MS.Ed, MS MD | Class of 2023

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Introduction and Background

Professionalism: An oftentimes ambiguous and undefined term linked mainly to punitive checklists and static competencies. Research DOES NOT define a well-supported system of “best practices”. The most common pedagogy for teaching professionalism is inclusion of “role modeling” and “mentorship”

Mentorship, coaching, and advising are well-supported components of higher education and professional school systems. With formal and informal practices growing more common.

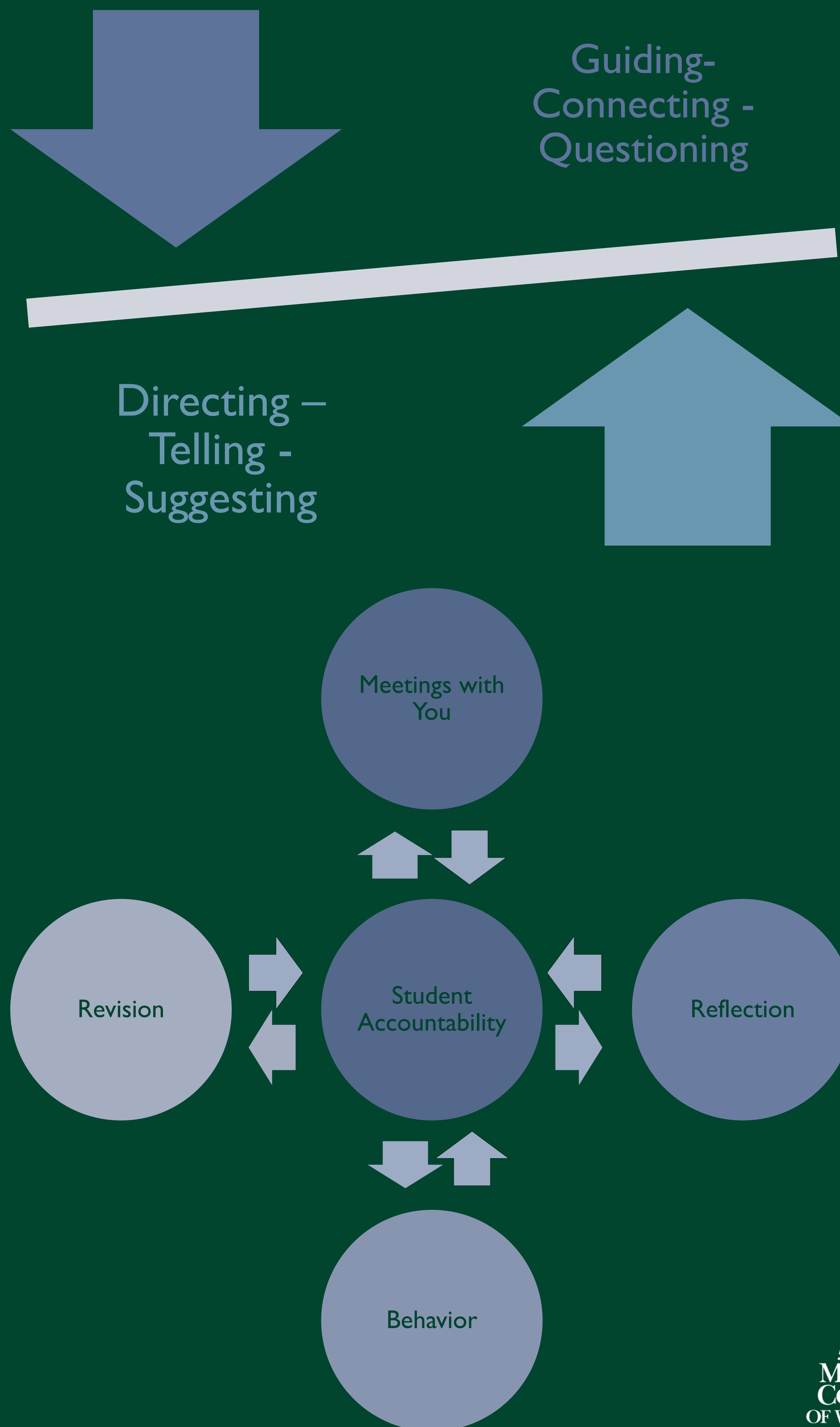
Research in positive psychology and habit formation illustrate the benefits of identifying and executing behaviors that align to an individual's core principles in all environments in their life.

“The story sells the product”

Objectives:

- 1) Create a common language with which professional identity formation and professional behavior can be explored.
- 2) Empower mentors/advisors/coaches to place the locus of control and accountability in the arms of the mentee.
- 3) To create a simple, flexible, and easily adapted system to be used in mentorship in medical education.
- 4) We did NOT seek to redefine professionalism or create an additional set of criteria that would be used for grading on an objective scale.

Demystifying Professionalism: A Simple Tool to Guide Mentorship in Medical Education



Methods

Informal Interviews with Students:

To understand what students needed, I sat down with 15 students from the class of 2023, 2024, 2025 at the Medical College of Wisconsin and simply asked what would have been most helpful in helping them grow and develop during medical school.

The answers were unanimous.

Three Questions:

- 1) What kind of person do you want to be? (the Person)
- 2) What kind of peer/colleague/friend/partner do you want to be? (the Relationship)
- 3) What kind of future doctor do you want to be? (the Profession)

Two Follow-Ups:

- What behaviors do you currently have that support that statement?
- What behaviors could you start to support that statement?

One Goal:

Create a collection of habits that support the goals and priorities of the mentee/advisee and revisit these answers and behaviors throughout medical education to support professional identity formation.

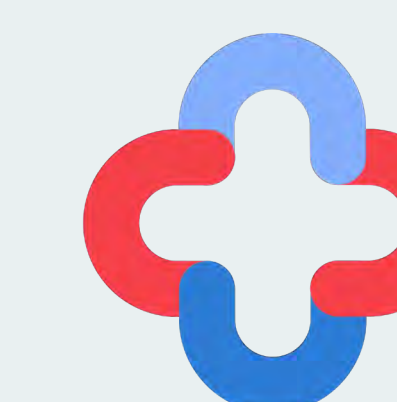
Looking to Follow-Up?

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Special thanks to:



knowledge changing life



Prescribe it Forward