

## Role Modeling & Professionalism

As a role model, you can be a powerful force for learning. The students and interns can learn both good and bad habits depending on the role model who they have. Because of your position, you are helping to mold who they become. Therefore, it is crucial that you model good habits and strong professional behavior for the learners to emulate.

### Positive Characteristics of Role Models\*

#### *Clinical competencies*

- Excellent knowledge and skill
- Effective communication
- Sound clinical reasoning

#### *Teaching skills*

- Aware of role
- Explicit about what is modeled
- Makes time for teaching
- Shows respect for student needs
- Provides timely feedback
- Encourages reflection in students

#### *Personal qualities*

- Compassionate and caring
- Honesty and integrity
- Enthusiastic for the practice of medicine
- Effective interpersonal skills
- Commitment to excellence
- Collegial
- Demonstrates humor

### Strategies to Improve Role Modeling\*

- Be aware of being a role model
- Demonstrate clinical competence
- Protect time for teaching
- Show a positive attitude for what you do
- Implement a student centered approach to teaching
- Facilitate reflection on clinical experiences and what has been modeled
- Encourage dialogue with colleagues
- *Engage in pertinent staff development*
- *Work to improve the institutional culture*
- *Whenever possible be explicit about what you are modeling*