

Competency		Professionalism					
Sub Domain		Altruism and Humanism					
Learning Objective		Advocates for the interest of patients over one’s own interests, demonstrates commitment to helping those in need, and practices respect, humility, compassion, empathy, honor, and integrity					
Milestones							
Year I		Year II		Year III		Year IV	
Mid	End	Mid	End	Mid	End	Mid	End
<ul style="list-style-type: none"> • Defines altruism and humanism • Demonstrates awareness of altruism and humanism as key principles that drive medical professionals 	<ul style="list-style-type: none"> • Demonstrates altruistic and humanistic behavior when risk to self is minimal 	<ul style="list-style-type: none"> • Explains the important roles of altruism and humanism in guiding a professional’s approach in patient care scenarios • Explains that maintaining altruism and humanism may come at cost of sacrificing other professionalism principles • Reflects on and appreciates one’s own strengths and weaknesses and identifies personal challenges to maintaining an altruistic/human-istic approach 	<ul style="list-style-type: none"> • Defines and begins to anticipate the “hidden curriculum” * • Demonstrates awareness of hypothetical clinical situations that may result in challenges to altruism and humanism • Lists strategies to work through altruism and humanism challenges in hypothetical patient care scenarios ** 	<ul style="list-style-type: none"> • Exercises altruism and humanism in clinical situations *** • Identifies situations that pose challenges to altruism and humanism • Observes, processes, and discusses breaches by self and others in altruism and humanism • Acknowledges and expresses appreciation when altruistic and humanistic care is observed despite challenges 	<ul style="list-style-type: none"> • Applies strategies to work through altruism and humanism challenges, altering professional priorities with appropriate justification 		<ul style="list-style-type: none"> • Serves as a professional role model and resource for junior colleagues • Helps and teaches colleagues to develop skills necessary to deal with challenges to altruism and humanism • Applies principles of altruism and humanism to other health professionals and the community

Appendix

* **Hidden curriculum:** The set of influences, pressures, and constraints that function at the level of organizational structure and culture including, for example, implicit rules to survive the institution such as customs, rituals, and taken-for-granted aspects that are often unarticulated or unexplored. (from: Lemp, H. and C. Seale, The hidden curriculum in undergraduate medical education: qualitative study of medical students' perceptions of teaching. *Br Med J* 329:770-779, 2004)

** **Examples of strategies for addressing altruism/humanism challenges:** adaptive responses; conflict resolution strategies

*** **Examples of altruism/humanism in clinical settings:**

- put patient interests above self-interest
- advocate for individual patients
- care for patients even when their values conflict with one's own