<table>
<thead>
<tr>
<th>Competency</th>
<th>Interpersonal and Communication Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subdomain</td>
<td>Collaborative Relationships</td>
</tr>
</tbody>
</table>
| Learning Objective | 1. Establishes and maintains effective, collaborative, empathic, and therapeutic relationships with patients and families  
| | 2. Establishes and maintains effective, collaborative relationships with all members of the interprofessional team |
| Year I     | Mid - Defines the elements of a therapeutic relationship* and factors that create and maintain it (1)  
| | - Identifies elements of communication and constructive professional relationships** (2)  
| | - Describes importance of team-based care and appreciates the role of each team member (2)  
| | - Defines elements of formative feedback*** (2)  
| | End - Describes how the therapeutic relationship affects the healing process and the clinician (1)  
| | - Develops a therapeutic relationship while obtaining a history (1)  
| | - Practices providing feedback to peers (2)  
| Year II    | Mid - Develops a therapeutic relationship while obtaining comprehensive history focused on a clinical problem (1)  
| | - Develops professional relationships with faculty, peers, and staff (2)  
| | End - Practices giving feedback incorporating all key elements of effective feedback exchange (2)  
| Year III   | Mid - Describes strategies for dealing with the influence of non-patient related factors on the therapeutic relationship (1)  
| | - Explains how to work effectively in a multidisciplinary team (2)  
| | End - Develops a therapeutic relationship that is interpersonally challenging while developing a history, assessment and treatment plan (1)  
| | - Uses strategies for dealing with the influence of non-patient related factors on the therapeutic relationship) (1)  
| | - Uses strategies in managing conflicts within the team (2)  
| | - Demonstrates role of feedback provider for colleagues (2)  
| Year IV    | Mid - Demonstrates how to work effectively in a multidisciplinary team (2)  
| | End - Develops a therapeutic relationship with patient and family while managing multiple patients and developing practical assessments and treatment plans (1)  
| | - Describes and demonstrates key elements of leadership in team-based care (2)  
| | - Models, supports, and teaches clerkship students to develop year 3 communication competencies (1, 2) |