

Time-Line for Development of Core Competencies

The development of the competencies is an ongoing process in the growth of a physician in training. There are milestones in each year of training which must be accomplished in order to successfully progress through the program. The expected goals for each year of training are as outlined below. Although each individual may grow at his or her own rate, these milestones are minimal expectations for each resident for a given year of training.

	PGY 1	PGY 2	PGY 3
Patient Care	<ol style="list-style-type: none"> 1) Perform thorough history and physical 2) Synthesize data into a problem list and differential diagnosis 3) Formulate diagnostic and therapeutic plan with some supervision 4) Demonstrate caring and respectful behavior 	<ol style="list-style-type: none"> 1) Coordinate patient care among all members of the health care team 2) Formulate therapeutic and diagnostic plan independently 3) Use information technology to support patient care decisions 	<ol style="list-style-type: none"> 1) Counsel and educate patients and families 2) Perform competently the diagnostic and therapeutic procedures essential to the practice of medicine 3) Function as an internal medicine consultant 4) Be able to integrate clinical common sense and judgment with medical knowledge
Medical Knowledge	<ol style="list-style-type: none"> 1) Basic knowledge of pathophysiology 2) Develop solid working knowledge base of common clinical problems 3) Develop basic out patient knowledge base 	<ol style="list-style-type: none"> 1) Develop deeper understanding of disease states 2) Develop skill of reading and interpreting medical literature 	
Practice-Based Learning and Improvement	Develop a willingness to learn from errors	<ol style="list-style-type: none"> 1) Facilitate the learning of others 2) Gain competence in bedside teaching 3) Use information technology to answer clinical questions 	<ol style="list-style-type: none"> 1) Analyze own practice for needed improvement 2) Apply research and statistical methods 3) Use evidence from scientific studies
Interpersonal and Communication Skills	<ol style="list-style-type: none"> 1) Develop strong language skills 2) Develop strong documentation skills 3) Learn to present a case accurately and succinctly 	<ol style="list-style-type: none"> 1) Create and sustain a therapeutic relationship with patients 2) Obtain the skills necessary to present topics informally and formally to a group 3) Develop the skills necessary to negotiate 	Possess knowledge base of General Internist and is able to use own knowledge and other resources for clinical problem-solving
Professionalism	<ol style="list-style-type: none"> 1) Demonstrate respect and compassion 2) Professional appearance 3) Demonstrate commitment to ethical issues 	<ol style="list-style-type: none"> 1) Establish sense of responsibility for patient population 2) Manage and direct a health care team 3) Develop conflict management skills 4) Work with consultants and other health care teams 	Develop independent professional style and identity
Systems-Based Practice	Develop knowledge of practice and delivery system	Work with ancillary team members (discharge planners, home care, case managers) to provide for high quality, cost effective health care	<ol style="list-style-type: none"> 1) Understand interaction of practice with the larger system 2) Advocate for patients within the health care system
Developmental Tasks	<ol style="list-style-type: none"> 1) Orient to new setting 2) Orient to new tasks 3) Develop presentation skills 4) Demonstrate team leadership potential 5) Learn to teach students 6) Develop comfort in ambulatory setting 7) Learn to interact with attendings 	<ol style="list-style-type: none"> 1) Develop and refine leadership role 2) Refine teaching skills 	<ol style="list-style-type: none"> 1) Take responsibility for own learning 2) End with patients 3) Prepare to move on to next task 4) Teach students
Potential Problems	<ol style="list-style-type: none"> 1) Cultural differences 2) Transition problems 3) Weak clinical skills 4) Failure to develop leadership skills and/or independence 	<ol style="list-style-type: none"> 1) Passivity 2) Paternalism 	