*Appendix A*

**RCSI PILLAR Assessment –Professional Identity Formation, Professionalism, Leadership and Resilience**

1. **Professionalism**
2. **Resilience**
3. **Leadership**
4. **Professional Identity Formation**

* Part A: Personal and Professional Identity

1. ***Professionalism***

Professional Behaviour

The following list of behaviours relate to understanding of medical professional behaviour in the clinical environment.

Please click on Yes or No or not applicable (N/A) as to whether you have (a) observed these behaviours (b) participated in these behaviours or (c) consider the below behaviours unprofessional

**Not all statements may be applicable to you and your stage of education, if so please tick N/A (not applicable)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Observed** | **Participated In** | **Unprofessional Behaviour** |
| **Behaviour** | N/A No Yes | N/A No Yes | N/A No Yes |
| 1. Being late to ward rounds |  |  |  |
| 1. Being absent from mandatory lectures |  |  |  |
| 1. Using workrooms for nonclinical activities |  |  |  |
| 1. Wearing hospital scrubs on non-call days |  |  |  |
| 1. Wearing hospital scrubs outside of the hospital |  |  |  |
| 1. Making fun of patients, peers, or doctors |  |  |  |
| 1. Not correcting someone who mistakes you for a doctor |  |  |  |
| 1. Being introduced as doctor to patients |  |  |  |
| 1. Attending a drug representative social event |  |  |  |
| 1. Accepting a pen from a pharmaceutical representative |  |  |  |
| 1. Reporting an impaired colleague to a consultant before approaching the individual |  |  |  |
| 1. Wearing a white coat in poor condition |  |  |  |
| 1. Eating or drinking in patient corridors |  |  |  |
| 1. Taking food from lectures you are not attending |  |  |  |
| 1. Taking food meant for patients |  |  |  |
| 1. Discussing patients in public spaces |  |  |  |
| 1. Having personal conversations in hospital corridors |  |  |  |
| 1. Making derogatory comments about patients |  |  |  |
| 1. Being intoxicated at school events |  |  |  |
| 1. Being destructively competitive with other students |  |  |  |
| 1. Engaging in a discussion with patients on information which is beyond your level of knowledge |  |  |  |
| 1. Consenting a patient for minor procedures without supervision |  |  |  |
| 1. Performing a procedure on a patient which is beyond your level of skill |  |  |  |
| 1. Not giving feedback to non-consultant hospital doctors (NCHDs) regarding their inappropriate behaviour |  |  |  |
| 1. Having unclear expectations set or receiving insufficient feedback from consultants or NCHDs. |  |  |  |

1. ***Resilience and Wellbeing***

The following statements describe typical opinions about bouncing back or recovering from stress.

On the scale next to each statement, choose a rating that reflects how strongly it applies to you

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | 1 = strongly disagree | 2 = disagree | 3 = neutral | 4 = agree | 5 = strongly agree |
| 1 | I tend to bounce back quickly after hard times |  |  |  |  |  |
| 2 | I have a hard time making it through stressful events |  |  |  |  |  |
| 3 | It does not take me long to recover from a stressful event |  |  |  |  |  |
| 4 | It is hard for me to snap back when something bad happens |  |  |  |  |  |
| 5 | I usually come through difficult times with little trouble |  |  |  |  |  |
| 6 | I tend to take a long time to get over set-backs in my life |  |  |  |  |  |

EPOCH Measure of Wellbeing

The following statements measure characteristics that might foster well-being and physical health in adulthood.

On the scale next to each statement, choose a rating that reflects how frequently it applies to you

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Almost Never** | **Sometimes** | **Often** | **Very Often** | **Almost Always** |
| 1. When something good happens to me, I have people who I like to share the good news with |  |  |  |  |  |
| 1. I finish whatever I begin. |  |  |  |  |  |
| 1. I am optimistic about my future. |  |  |  |  |  |
| 1. I feel happy. |  |  |  |  |  |
| 1. When I do an activity, I enjoy it so much that I lose track of time. |  |  |  |  |  |
|  | **Almost Never** | **Sometimes** | **Often** | **Very Often** | **Almost Always** |
| 1. I have a lot of fun. |  |  |  |  |  |
| 1. I get completely absorbed in what I am doing. |  |  |  |  |  |
| 1. I love life. |  |  |  |  |  |
| 1. I keep at my schoolwork until I am done with it. |  |  |  |  |  |
| 1. When I have a problem, I have someone who will be there for me. |  |  |  |  |  |
| 1. I get so involved in activities that I forget about everything else. |  |  |  |  |  |
| 1. When I am learning something new, I lose track of how much time has passed. |  |  |  |  |  |
|  | **Almost Never** | **Sometimes** | **Often** | **Very Often** | **Almost Always** |
| 1. In uncertain times, I expect the best. |  |  |  |  |  |
| 1. There are people in my life who really care about me. |  |  |  |  |  |
| 1. I think good things are going to happen to me. |  |  |  |  |  |
| 1. I have friends that I really care about. |  |  |  |  |  |
| 1. Once I make a plan to get something done, I stick to it. |  |  |  |  |  |
| 1. I believe that things will work out, no matter how difficult they seem. |  |  |  |  |  |
| 1. I am a hard worker. |  |  |  |  |  |
| 1. I am a cheerful person. |  |  |  |  |  |

1. ***Leadership***

The following statements assess leadership behaviours and leadership development.

On the scale next to each statement, choose a rating that reflects how frequently it applies to you.

|  |  |  |  |
| --- | --- | --- | --- |
|  | A Lot of the Time | Some of the Time | Very Little /None of the Time |
| **Demonstrating Personal Qualities**   1. I reflect on how my own values and principles influence my behaviour and impact on others |  |  |  |
| 1. I seek feedback from others on my strength and limitation and modify my behaviour accordingly |  |  |  |
| **Managing Yourself** |  |  |  |
| 1. I remain calm and focused under pressure |  |  |  |
| 1. I plan my workload and deliver on my commitments to consistently high standards demonstrating flexibility to *college work* requirements |  |  |  |
| **Continuing Personal Development** | A Lot of the Time | Some of the Time | Very Little /None of the Time |
| 1. I actively see opportunities to learn and develop |  |  |  |
| 6. I apply my learning to (practical work) *clinical work* |  |  |  |
| **Acting with Integrity** |  |  |  |
| 1. I act in an open, honest and inclusive manner –respecting other people’s culture, beliefs and abilities |  |  |  |
| 1. I speak out when I see that ethics or values are being compromised |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Working with Others** |  |  |  |
| **Developing Networks** |  |  |  |
| 1. I identify opportunities where working collaboratively with others will bring added value to *college work /assignments* |  |  |  |
|  | A Lot of the Time | Some of the Time | Very Little /None of the Time |
| 1. I share information and resources *with classmates* |  |  |  |
| **Building and Maintaining Relationships** |  |  |  |
| 11. I communicate clearly and effectively with others |  |  |  |
| 12.I listen to and take into account the needs and feelings of others |  |  |  |
| **Encouraging Contribution** |  |  |  |
| 13. I actively seek contributions and views from others |  |  |  |
| 14. I am comfortable managing conflicts of interests or differences of opinion |  |  |  |
| **Working within Teams** |  |  |  |
| 15.I acknowledge and appreciate the efforts of others within the team and respect the team’s decision |  |  |  |

1. ***Professional Identity Formation***

The following sets of statements assess professional self-identity.

1. Look at the statement below and choose a rating that reflects how much it applies to you:

I feel like a member of the medical profession.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither Agree or Disagree | Agree | Strongly Agree |
|  |  |  |  |  |  |

Please indicate (by circling the appropriate number) how you feel *at present* if you were undertaking the following activities. If you feel an activity does not apply to you please click N/A (not applicable).

1. When I am working with other health and social care professionals I feel like a

1st Day Student Doctor ---------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

1. When I am communicating with patients or clients I feel like a

1st Day Student Doctor ---------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

1. When assessing a patients or clients I feel like a

1st Day Student Doctor ----------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

1. When engaging with others in a culturally diverse health care environment I feel like a

1st Day Student Doctor ----------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

1. When I am considering ethical or moral issues I feel like a

1st Day Student Doctor ---------------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

1. When consulting/using patient or client records I feel like a

1st Day Student Doctor -----------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

1. When I find myself in an emergency involving a patient or client I feel like a

1st Day Student Doctor -----------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

1. When reflecting on my practice (experiences) to identify my learning needs I feel like a

1st Day Student Doctor -----------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

1. When teaching others I feel like a

1st Day Student Doctor -----------------------------------------------------------Newly Qualified Doctor

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 0 | 1 | 2 | 3 | 4 | 5 | 6 | N/A |
|  |  |  |  |  |  |  |  |  |

*Demographic Questions*

* + What Gender do you identify as?

Male ⃝

Female ⃝

Non-binary ⃝

Prefer to self-describe \_\_\_\_\_\_\_\_\_\_\_\_

Prefer Not to Say ⃝

* + What age are you?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* + What Year are you studying?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* + Are you a Graduate Entry Medicine or Direct Entry student?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* Did you complete Foundation Year?

Yes /No

* + What nationality/region do you identify with?

1. Irish

2. North American

3. Malaysian

4. Middle Eastern

5. Other, please state: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Appendix B*

Professionalism Behaviour Results

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **FY** | **Year 1** | **Year 2** | **Year 3** | **GEM 1** | **GEM 2** | **Overall** |
| **Behaviour** | Percent  Yes | Percent  Yes | Percent  Yes | Percent  Yes | Percent  Yes | Percent  Yes | Percent  Yes |
| 1. **Being late to ward rounds** |  |  |  |  |  |  |  |
| 1. Observed | 48% | 46% | 36% | 47% | 43% | 57% | 54% |
| 1. Participated In | 2% | 3% | 7% | 7% | 27% | 6% | 12% |
| 1. Unprofessional Behaviour | 95% | 99% | 98% | 96% | 100% | 96% | 97% |
| 1. **Being absent from mandatory lectures** |  |  |  |  |  |  |  |
| 1. Observed | 89% | 77% | 92% | 89% | 78% | 97% | 87% |
| 1. Participated In | 42% | 24% | 43% | 52% | 24% | 39% | 39% |
| 1. Unprofessional Behaviour | 90% | 97% | 89% | 86% | 92% | 78% | 89% |
| 1. **Using workrooms for nonclinical activities** |  |  |  |  |  |  |  |
| 1. Observed | 23% | 35% | 51% | 44% | 56% | 44% | 43% |
| B. Participated In | 6% | 8% | 12% | 16% | 30% | 30% | 15% |
| C. Unprofessional Behaviour | 83% | 90% | 85% | 75% | 78% | 37% | 78% |
| 4**. Wearing hospital scrubs on non-call days** |  |  |  |  |  |  |  |
| 1. Observed | 47% | 33% | 28% | 29% | 38% | 11% | 32% |
| 1. Participated In | 2% | 2% | 1% | 1% | 10% | 0% | 3% |
| C. Unprofessional Behaviour | 68% | 74% | 79% | 78% | 60% | 63% | 73% |
| **5. Wearing hospital scrubs outside of the hospital** |  |  |  |  |  |  |  |
| 1. Observed | 74% | 62% | 67% | 66% | 76% | 51% | 66% |
| B. Participated In | 6% | 3% | 4% | 6% | 17% | 2% | 6% |
| C. Unprofessional Behaviour | 57% | 74% | 71% | 78% | 63% | 65% | 71% |
| **6. Making fun of patients, peers, or doctors** |  |  |  |  |  |  |  |
| 1. Observed | 54% | 45% | 59% | 52% | 56% | 55% | 54% |
| B. Participated In | 10% | 8% | 12% | 8% | 6% | 20% | 11% |
| C. Unprofessional Behaviour | 96% | 98% | 96% | 96% | 97% | 92% | 96% |
| **7. Not correcting someone who mistakes you for a doctor** |  |  |  |  |  |  |  |
| 1. Observed | 36% | 27% | 31% | 23% | 27% | 11% | 27% |
| B. Participated In | 9% | 8% | 5% | 7% | 9% | 3% | 7% |
| C. Unprofessional Behaviour | 86% | 92% | 90% | 88% | 96% | 86% | 90% |
| **8. Being introduced as doctor to patients** |  |  |  |  |  |  |  |
| 1. Observed | 42% | 28% | 23% | 26% | 26% | 8% | 27% |
| B. Participated In | 10% | 8% | 11% | 11% | 0% | 7% | 12% |
| C. Unprofessional Behaviour | 61% | 80% | 82% | 86% | 88% | 82% | 82% |
| **9. Attending a drug representative social event** |  |  |  |  |  |  |  |
| 1. Observed | 18% | 25% | 14% | 11% | 44% | 15% | 18% |
| B. Participated In | 7% | 11% | 5% | 3% | 28% | 7% | 8% |
| C. Unprofessional Behaviour | 30% | 53% | 57% | 52% | 42% | 32% | 50% |
| **10. Accepting a pen from a pharmaceutical representative** |  |  |  |  |  |  |  |
| 1. Observed | 33% | 32% | 29% | 24% | 52% | 23% | 30% |
| 1. Participated In | 16% | 24% | 12% | 10% | 33% | 20% | 17% |
| 1. Unprofessional Behaviour | 8% | 26% | 29% | 29% | 25% | 17% | 25% |
| **11. Reporting an impaired colleague to a consultant before approaching the individual** |  |  |  |  |  |  |  |
| 1. Observed | 19% | 19% | 12% | 13% | 11% | 4% | 12% |
| B. Participated In | 7% | 2% | 1% | 3% | 11% | 0% | 2% |
| C. Unprofessional Behaviour | 56% | 69% | 74% | 70% | 61% | 57% | 67% |
| **12. Wearing a white coat in poor condition** |  |  |  |  |  |  |  |
| 1. Observed | 32% | 43% | 60% | 47% | 32% | 40% | 47% |
| 1. Participated In | 7% | 7% | 9% | 12% | 0% | 7% | 9% |
| 1. Unprofessional Behaviour | 83% | 92% | 85% | 88% | 94% | 83% | 88% |
| **13. Eating or drinking in patient corridors** |  |  |  |  |  |  |  |
| 1. Observed | 29% | 33% | 22% | 35% | 51% | 37% | 34% |
| B. Participated In | 3% | 3% | 7% | 7% | 13% | 11% | 8% |
| C. Unprofessional Behaviour | 86% | 89% | 87% | 78% | 81% | 71% | 83% |
| **14. Taking food from lectures you are not attending** |  |  |  |  |  |  |  |
| 1. Observed | 17% | 24% | 40% | 55% | 51% | 51% | 43% |
| 1. Participated In | 0% | 9% | 16% | 19% | 13% | 29% | 17% |
| 1. Unprofessional Behaviour | 91% | 90% | 84% | 83% | 88% | 64% | 83% |
| **15. Taking food meant for patients** |  |  |  |  |  |  |  |
| 1. Observed | 14% | 8% | 5% | 5% | 11% | 1% | 7% |
| 1. Participated In | 2% | 3% | 0% | 1% | 0% | 1% | 1% |
| 1. Unprofessional Behaviour | 99% | 98% | 98% | 93% | 99% | 92% | 96% |
| **16. Discussing patients in public spaces** |  |  |  |  |  |  |  |
| 1. Observed | 41% | 37% | 43% | 43% | 55% | 45% | 45% |
| 1. Participated In | 2% | 5% | 4% | 9% | 8% | 16% | 8% |
| 1. Unprofessional Behaviour | 96% | 97% | 98% | 94% | 95% | 91% | 96% |
| **17. Having personal conversations in hospital corridors** |  |  |  |  |  |  |  |
| 1. Observed | 48% | 52% | 42% | 47% | 71% | 64% | 55% |
| 1. Participated In | 9% | 20% | 16% | 25% | 46% | 39% | 29% |
| 1. Unprofessional Behaviour | 66% | 72% | 73% | 65% | 55% | 44% | 64% |
| **18. Making derogatory comments about patients** |  |  |  |  |  |  |  |
| 1. Observed | 22% | 21% | 21% | 17% | 43% | 30% | 25% |
| 1. Participated In | 3% | 2% | 1% | 1% | 3% | 7% | 2% |
| 1. Unprofessional Behaviour | 97% | 98% | 99% | 94% | 97% | 94% | 97% |
| **19. Being intoxicated at school events** |  |  |  |  |  |  |  |
| 1. Observed | 22% | 39% | 51% | 58% | 73% | 74% | 52% |
| 1. Participated In | 7% | 7% | 13% | 13% | 31% | 27% | 15% |
| 1. Unprofessional Behaviour | 90% | 88% | 81% | 73% | 65% | 62% | 78% |
| **20. Being destructively competitive with other students** |  |  |  |  |  |  |  |
| 1. Observed | 60% | 64% | 68% | 66% | 68% | 68% | 67% |
| 1. Participated In | 11% | 8% | 8% | 5% | 2% | 7% | 7% |
| 1. Unprofessional Behaviour | 86% | 92% | 89% | 85% | 95% | 89% | 89% |
| **21. Engaging in a discussion with patients on information which is beyond your level of knowledge** |  |  |  |  |  |  |  |
| 1. Observed | 31% | 29% | 29% | 24% | 32% | 22% | 28% |
| 1. Participated In | 5% | 8% | 10% | 5% | 9% | 9% | 8% |
| 1. Unprofessional Behaviour | 88% | 92% | 89% | 90% | 94% | 83% | 90% |
| **22. Consenting a patient for minor procedures without supervision** |  |  |  |  |  |  |  |
| 1. Observed | 13% | 9% | 7% | 4% | 11% | 6% | 7% |
| 1. Participated In | 0% | 2% | 1% | 2% | 5% | 2% | 2% |
| 1. Unprofessional Behaviour | 96% | 94% | 94% | 93% | 94% | 92% | 93% |
| **23. Performing a procedure on a patient which is beyond your level of skill** |  |  |  |  |  |  |  |
| 1. Observed | 12% | 10% | 9% | 6% | 5% | 6% | 8% |
| 1. Participated In | 0% | 0% | 7% | 1% | 5% | 4% | 2% |
| 1. Unprofessional Behaviour | 98% | 98% | 98% | 96% | 100% | 94% | 97% |
| **24. Not giving feedback to non-consultant hospital doctors (NCHDs) regarding their inappropriate behaviour** |  |  |  |  |  |  |  |
| 1. Observed | 23% | 15% | 13% | 11% | 29% | 13% | 18% |
| 1. Participated In | 2% | 7% | 4% | 2% | 14% | 7% | 10% |
| 1. Unprofessional Behaviour | 94% | 94% | 91% | 86% | 85% | 76% | 87% |
| **25. Having unclear expectations set or receiving insufficient feedback from consultants or NCHDs.** |  |  |  |  |  |  |  |
| 1. Observed | 18% | 22% | 20% | 24% | 29% | 37% | 35% |
| 1. Participated In | 13% | 12% | 7% | 15% | 8% | 24% | 26% |
| 1. Unprofessional Behaviour | 81% | 92% | 90% | 88% | 79% | 78% | 87% |