

Scenario:

You are half way through your first year of medical school. Your school has a peer professionalism assessment program that requires that six (6) of your classmates assess you each year. You also do a self assessment.

The results of your performance evaluation done by yourself and your peers, as well as the class mean are presented below.

Discuss your results with the interviewer.

Low	Neutral			High
1	2	3	4	5

Behavior	Score by self	Score by peers	Class average (N=150)
Takes on extra work willingly to help out colleagues	5.0	4.4	4.8
Encourages communication and collaboration among colleagues	4.0	4.5	4.5
Manages conflict in a collegial and respectful manner	4.0	3.5	4.5
Displays empathy towards patients appropriately	4.0	3.8	4.8
Listens and responds to others receptively	5.0	4.8	4.2
Acknowledges limits of own knowledge or ability	4.0	4.4	4.6

Probing Questions:

1. Based on the results, what will you do differently?
2. What other information might you seek to guide your professional development?
3. How would you create an action plan so that next year's results will be different?
4. How will you monitor your performance to ensure that you are making progress?
5. Do you have any additional comments before we end this discussion?

Scenario:

In 2007, the American Family Physician Journal published an article exploring the issue of physicians as role models, using a scenario in which an obese physician is offering nutrition and exercise counseling to his obese patient. According to the authors' research, patients have more confidence in the health-counseling advice from non-obese versus obese physicians, and physicians with poor personal lifestyle habits are less likely to counsel patients about a healthy lifestyle.

Based on these research findings do physicians have a responsibility to act as healthy role models to their patients? Please elaborate.

Probing Questions:

1. Is a physician who does not follow a healthy lifestyle employing a double standard when they are providing lifestyle-counseling? Explain.
2. Do you think there is a difference between unhealthy lifestyle habits that manifest themselves more visibly than others (e.g., obesity versus smoking)? Explain.
3. What determines whether or not another person is a role model? Who decides and why?
4. What are the limits to this responsibility?
5. Do you have any additional comments before we end this discussion?

Scenario:

Every week, your classmates gather at the local coffee house to review the lessons from that week.

In the last month, everyone has been working on a major paper on Roman history which accounts for 40% of the course grade. One of your classmates has copies of two of the papers that last years' students wrote for the same course.

Your classmate has e-mailed copies of the papers to you and the other people in the group.

What would you do in this situation and explain why?

Probing Questions:

1. Discuss what values and choices are relevant in this situation?
2. What are the implications if you decide to read the papers from last year?
3. What are the implications if you decline the offer to read the papers from last year?
4. What would you do if one of classmates decided to draw upon the material from the two papers in developing their submission? Please explain why.
5. Do you have any additional comments before we end this discussion?

Scenario:

You have recently taken the initiative to volunteer at a homeless shelter. On this particular day, you meet a 42 year old woman dying from alcohol-related liver disease. Her skin and her eyes are very yellow from a lifetime of alcohol abuse and she complains of significant generalized pain which worsens with movement.

She confides in you that she hasn't had a drink in two days and "wants to get hammered" before she dies, but can not get the last bottle of vodka out of her locker. You know that alcohol is not allowed at the shelter. There is another woman lying on her side three beds away who is watching your interactions closely. **What will you like to say or do? Provide a rationale for your decision.**

Probing Questions:

1. In medicine, there are often other options to be taken into consideration: what options can be considered and/or dismissed?
2. What attitudes does this situation raise?
3. In this situation, how might emotion and logic interact in your decision?
4. How can individuals demonstrate empathy without imposing your own values?
5. Do you have any additional comments before we conclude our discussion?

Scenario:

You are a third year medical student on an elective rotation. You are working with another medical student, resident, and a staff physician, Dr Kerry. During rounds Dr. Kerry and the resident make several demeaning comments to the nurses. After rounds in the doctors lounge the conversation continues. Several condescending comments were said by Dr. Kerry and the resident about the patient management suggestions made by nursing staff.

You are bothered by the comments. You know that Dr Kerry and the resident will be doing your evaluation at the end of the rotation. Other medical students tell you that you will get a better evaluation if you just fit in. However, you decide that it is necessary to speak to Dr. Kerry about the situation.

What will you say?

Probing Questions:

1. In this case how important is it that you speak to the staff physician? Please rank the importance on a scale of 1-10 and justify your response.
2. What is your primary motivation in this case?
3. Do you see any potential risks and/or long-term implications of your decision to speak to the staff physician? Please elaborate.
4. How does that decision contribute to your developing professionalism?
5. Do you have any additional comments before the end of the discussion?

Scenario:

You are a counselor at a weekend hockey camp for 9 and 10 year olds. This is the first time most of them have been away from home. The majority of the children have been getting along without any problems, but 2 boys, Adam and Mark, have been arguing with each other since they arrived. Adam is boisterous and emotional while Mark is quiet and withdrawn.

After one practice, you find Adam and Mark wrestling with each other and having a heated argument over who owns a souvenir hockey puck. When you settle the boys down and ask what happened, they both claim that they own the hockey puck and that the other tried to take it from him. At this point, the camp director enters and asks what is happening. When you explain, the director says, "Just give the puck back to the boy who owns it and get them down to the cafeteria. It's time for dinner."

Discuss what you would do and provide a rationale for your decision.

Probing Questions:

1. If the camp director was open to discussion what other plan might you implement?
2. What else do you need to know in order to make a decision and why? Who would you talk to?
3. What are the implications if you decide to ignore the camp director and make other arrangements?
4. What steps might you suggest to the camp director or to the children (Adam and Mark) to ensure that this kind of situation is not an ongoing problem?
5. Do you wish to and any comments before the end of the discussion?

Scenario:

As president of the University of Calgary Medical Students Association, you have been asked to respond to a proposed bill which would require all Canadians to vote in federal, provincial and municipal elections or face a \$100 fine.

What will you include in your response?

Probing Questions:

1. What general principles would you apply to justify your response?
2. What is more important - the rights of the individual or the needs of the society? Why? Please elaborate.
3. Is the balance between individual rights and societal needs different where the medical profession is concerned? Please elaborate.
4. Do you have any additional comments before we end the discussion?

Scenario:

You provide full service family medicine, from womb to grave.

It is late afternoon and you still have 4 patients left to be seen in the waiting room. You expect that you can comfortably see them and head home. You are not on call, your medical partners will look after any of your patients who require medical assistance.

You have promised your significant other you will be home in time to attend a family event.

Just before seeing one of these 4 patients, the local nursing home calls to tell you that Mrs. Andrews is failing dramatically. You have looked after Mrs. Andrews and her family for several years. Mrs. Andrews and her family had previously agreed to a 'do not resuscitate' (DNR) order so that when she got ill again, she would be allowed to die comfortably but without intervention. The family is now questioning whether they made the correct decision and want to discuss this with you as soon as possible.

How will you manage your time?

Probing Questions:

1. What will you take into consideration and why?
2. A physician organization states that physicians should set priorities and manage time to balance patient care, practice requirements, outside activities, and personal life. Why do you think they recommend this?
3. Why is good time management critical for physicians?
4. What strategies do you think successful physicians adopt to manage their time effectively?
5. Do you have any additional comments before we end the discussion?

Scenario:

You have been planning a trip to Central Africa for years, and have finally had the opportunity to go. After two weeks of backpacking by yourself, you have just arrived in the next town by train. You do not speak the local language and don't know anyone in this town. You are walking down a street and as you turn a corner you hear a loud commotion and see...

What do you see in the picture? What will you do and why

Probing Questions:

- 1) How do you know that your decision is the right decision?
- 2) What other information would you have liked to know in order to make your decision and explain why?
- 3) How will your decision impact each of the individuals in the picture?
- 4) Now, instead of being alone, you are traveling with 4 of your friends and you are involved in the same situation. These 4 friends decide to do the opposite of what you are suggesting. Now what do you do and why?
- 5) Do you have any additional comments before we end the discussion?

