

Existing and Developing Opportunities to Teach Soft Skills to Medical Physics Residents

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University of Calgary





Why are Soft Skills Important

- The impact of Professionalism on the clinic:

Behaviors of Highly Professional Resident Physicians

Darcy A. Reed, MD, MPH

Colin P. West, MD, PhD

Paul S. Mueller, MD, MPH

Robert D. Ficalora, MD

Gregory J. Engstler

Thomas J. Beckman, MD

Conclusion Observation-based assessments of professionalism were associated with residents' knowledge, clinical skills, and conscientious behaviors.

JAMA. 2008;300(11):1326-1333

www.jama.com





Why are Soft Skills Important

- The impact of Professionalism on the clinic

Better Physician-Patient Relationships Are Associated with Higher Reported Adherence to Antiretroviral Therapy in Patients with HIV Infection

John Schneider, MD, MPH, Sherrie H. Kaplan, MPH, PhD, Sheldon Greenfield, MD, Wenjun Li, PhD, Ira B. Wilson, MD, MSc

CONCLUSIONS: This study showed that multiple, mutable dimensions of the physician-patient relationship were associated with medication adherence in persons with HIV infection,





Existing Infrastructure

- CAMPEP Residency Program at the University of Calgary

JOURNAL OF APPLIED CLINICAL MEDICAL PHYSICS, VOLUME 17, NUMBER 2, 2016

Development of a residency program in radiation oncology physics: an inverse planning approach

Rao F. H. Khan,^a Peter B. Dunscombe

*Department of Oncology, and Department of Physics and Astronomy,
University of Calgary, Calgary, AB, Canada*





Existing Infrastructure

Recommended ethics curriculum for medical physics graduate and residency programs: Report of Task Group 159

Christopher F. Serago^{a)}

Department of Radiation Oncology, Mayo Clinic, Jacksonville, Florida 32224



**Essentials and Guidelines
for Clinical Medical Physics
Residency Training Programs**

**Report from the Work Group on Periodic Review
of Medical Physics Residency Training**





Existing Infrastructure

3. To introduce residents to selected fundamentals of effective functioning and leadership in a complex environment.
4. To formalize an ethics component of the program.
5. To formalize a patient safety/error management component of the program.
6. To promote skill development in teaching.
7. To expose residents to some of the important “soft skills” required in the clinical environment.





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Existing Infrastructure

D. Objectives 4 and 5: Ethics and Error Management

Lecture 1: Ethics introduction

Lecture 2: Medical Ethics

Lectures 3&4: Errors and patient safety

Lecture 5: Systems Thinking

Lecture 6: Research Ethics





Existing Infrastructure

E. Objective 6: Teaching skill development

- Instruction Skills Workshop at the University

<https://taylorinstitute.ucalgary.ca/instructional-skills-workshop>

- For residents: teaching in areas of their own expertise/interest





Existing Infrastructure

F. Objective 7: Soft skills development

- Leadership workshop: communication, negotiation, leading, supervision.

HROD 793* — Business Negotiations: The major concepts and theories of negotiation, dynamics of interpersonal and intergroup conflict, and analysis of negotiation strategies and individuals' styles are discussed, along with simulations and applications from various areas.

HROD 789* — Optimizing Team Dynamics is designed for those who will be leading or working in teams in environments where success depends on effective teamwork and the ability of team members to integrate disparate knowledge bases.





Existing Infrastructure

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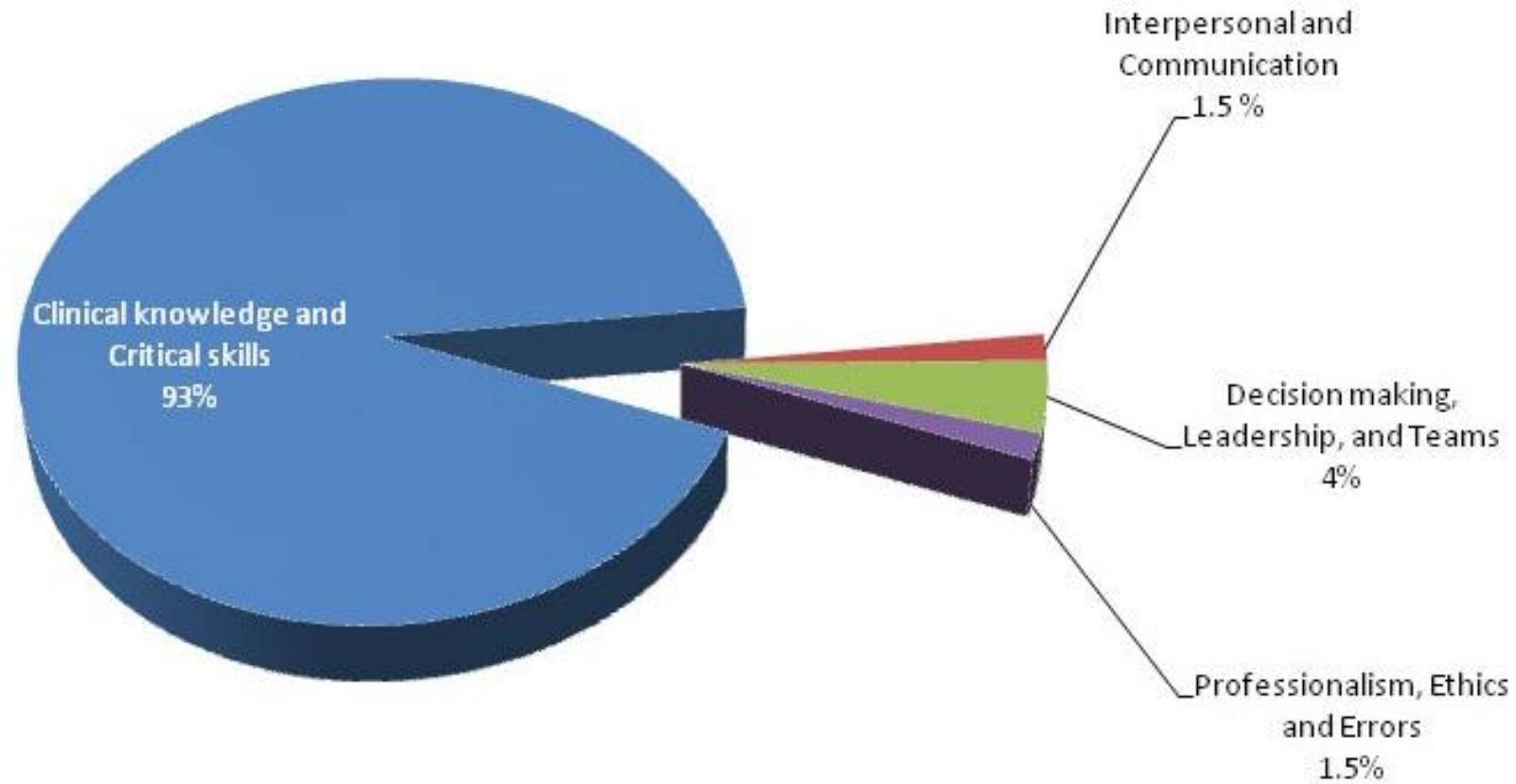
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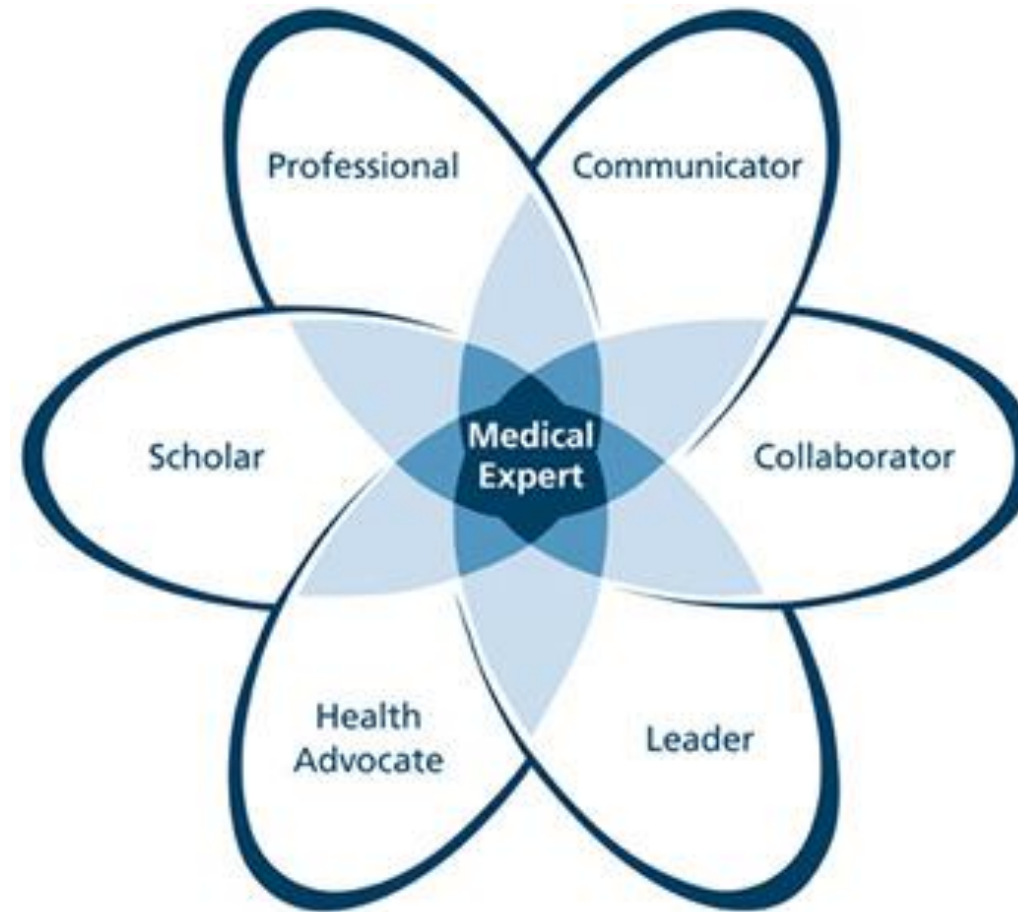
Existing Infrastructure

- Time commitment to soft skills:





Utilizing well-developed infrastructure



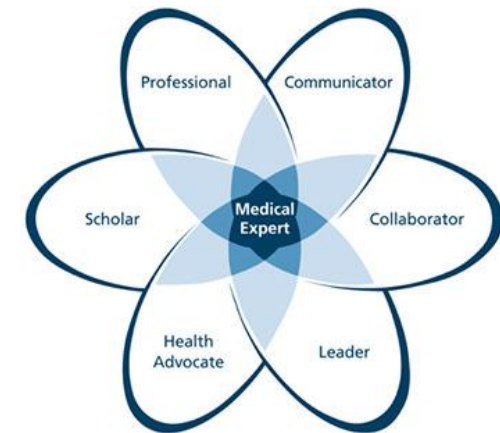
CANMEDS





Utilizing well-developed infrastructure

- Value:
 - Greater pool of peers to discuss soft skills
 - Inclusion of MP residents with RO residents (sometimes other physicians)
 - Developed curriculum: only modest adaptations required



CANMEDS



Utilizing well-developed infrastructure

- **Examples in 2020:**
 - CanMEDS Professionalism: Medical Professionalism
 - CanMEDS Leadership: Becoming an Effective Leader
 - CanMEDS Physician Wellness: Physician, Heal Thyself





Utilizing well-developed infrastructure

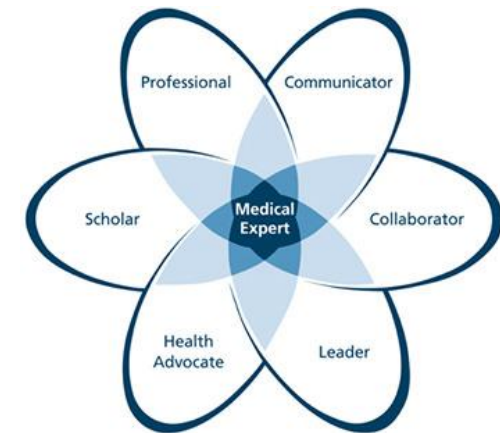
- Soft skill competency is **critical** to reach full potential
- **Use existing infrastructure**





Utilizing well-developed infrastructure

- Soft skill competency is **critical** to reach full potential
- **Use existing infrastructure**
- **Consider:** where might soft skills impact clinical outcomes, efficiencies, and resource utilization?



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Acknowledgements

Alana Hudson

Program Director – CAMPEP Residency, University of Calgary

