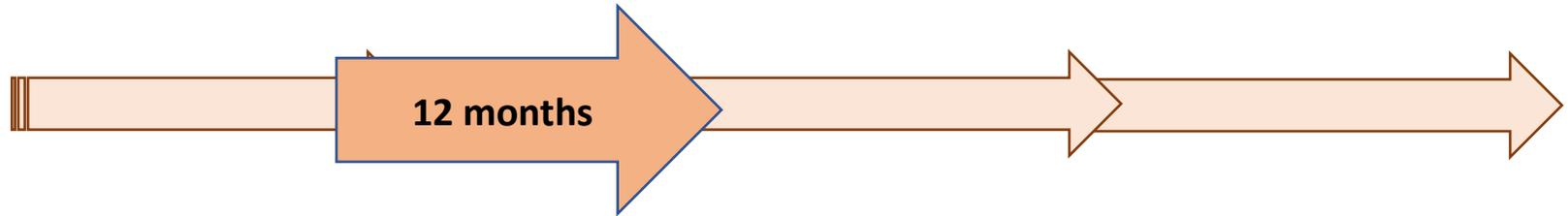


Performance Benchmarks According to Level of Training



CanMED role	Benchmarks
<p style="text-align: center;">FAMILY MEDICINE EXPERT</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Uses the patient record better by gathering the appropriate background information <input type="checkbox"/> Focuses history and consistently includes “red flags”; <input type="checkbox"/> Is more at ease with the patient-centred approach; explores the illness experience and psychosocial context <input type="checkbox"/> Performs a focused physical examination with reliable findings but may still ask the preceptor to check <input type="checkbox"/> Generally able to prioritize issues <input type="checkbox"/> Demonstrates appropriate clinical reasoning in coming up with a likely diagnosis and differential diagnosis <input type="checkbox"/> Knows approach to most of the most common diseases and complaints presenting to family medicine clinics <input type="checkbox"/> Identifies patient’s expectations <input type="checkbox"/> Involves patient in formation of plan <input type="checkbox"/> Uses investigations rationally <input type="checkbox"/> Considers both non-pharmacological and pharmacologic treatments. More familiar with specific medications; has the instinct to look up drug interactions <input type="checkbox"/> Manages lab and other results competently

<p style="text-align: center;">COMMUNICATOR</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Able to set agenda with patient <input type="checkbox"/> Adapts interview to clinical situation (location, acuity of situation, use of interpreter, etc.) <input type="checkbox"/> Recognizes and responds to patient cues <input type="checkbox"/> Uses open and closed-ended questions appropriately; asks for clarification when necessary <input type="checkbox"/> Improved ability to demonstrate empathy and active listening <input type="checkbox"/> Checks with patient to ensure understanding <input type="checkbox"/> Provides information in a way the patient understands <input type="checkbox"/> Adjusts communication style to patient (age, education, cognitive abilities, hearing loss, etc.) <input type="checkbox"/> Communicates with families where appropriate <input type="checkbox"/> Charting is accurate, focused and organized <input type="checkbox"/> Written communication is accurate, organized and to the point
<p style="text-align: center;">PROFESSIONAL</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Arrives on time and appropriately dressed for clinical situation <input type="checkbox"/> Follows up laboratory and other results, responds to messages, and completes letters and other documents in a timely manner. <input type="checkbox"/> Completes charts in a timely manner. <input type="checkbox"/> Notifies appropriately in event of absence because of illness or emergency <input type="checkbox"/> Arranges coverage for practice when away and communicates appropriately when signing over responsibilities <input type="checkbox"/> Aware of own limitations and seeks help when needed <input type="checkbox"/> Accepts feedback as constructive and a springboard for further learning <input type="checkbox"/> Developing awareness of gaps in his/her medical knowledge and professional practice; if there is a critical incident, the resident is forthcoming and demonstrates self-reflection <input type="checkbox"/> Shows respect for colleagues, staff, other team members and patients <input type="checkbox"/> Is honest <input type="checkbox"/> Aware of and respects confidentiality of patients and colleagues <input type="checkbox"/> Aware of and respects boundaries of the professional role including applicable Codes of Conduct

<p style="text-align: center;">COLLABORATOR</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Demonstrates an understanding and respect for the roles of each member of the team <input type="checkbox"/> Works well in a multidisciplinary environment demonstrating cooperation and respectful communication <input type="checkbox"/> Uses EMR effectively to coordinate patient care and communication <input type="checkbox"/> <input type="checkbox"/> Considers when referrals are appropriate; starting to show a good balance between autonomy and referral <input type="checkbox"/> Consultation requests include clear reasons for consultation and an effective summary of all relevant clinical information <input type="checkbox"/> Facilitates handover of care with appropriate information to ensure continuity and patient safety
<p style="text-align: center;">HEALTH ADVOCATE</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Consistently takes an appropriate social history. <input type="checkbox"/> Recognizes impact of determinants of health and adapts treatment to the social and personal factors that influence compliance and health outcomes. <input type="checkbox"/> Regularly and appropriately uses the resources in their FMU setting for the benefit of their patients Supports patient and families in accessing community resources. <input type="checkbox"/> Applies the preventive health screening and health promotion guidelines for both adults and children. <input type="checkbox"/> Starting to recognize opportunities to incorporate health promotion in patient encounters.
<p style="text-align: center;">SCHOLAR</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Identifies own learning needs; engages with academic advisor to create a learning plan <input type="checkbox"/> Presents their scholarly project in an organized and effective manner <input type="checkbox"/> Regularly tries to find information independently prior to reviewing case with supervisor <input type="checkbox"/> Actively participates in their site's scholarly activities, including academic half-days, peer to peer teaching, journal clubs
	<ul style="list-style-type: none"> <input type="checkbox"/> Able to see at least 6 patients per half day, though may accumulate delays <input type="checkbox"/> Demonstrates some flexibility and adapts their schedule to match the needs of their patients when necessary

LEADER

- Initiates plans for follow-up of patients regarding appropriate time frame and goals with minimal supervision
- Demonstrates a sense of ownership and responsibility for their practice
- Skilled in using the electronic medical record to deal with professional responsibilities (completing notes, problem lists, medication lists, lab and other results)
- Consistently considers costs and consequences of investigations and treatment when planning management (e.g Choosing Wisely guidelines, Canadian Task Force on Preventive Health Care)
- Able to follow and adapt strategy for maintaining personal wellness
- Shows more skill in protecting time for personal needs without compromising responsibilities
- With coaching, able to prioritize competing professional responsibilities