

6.2. Personal Professional Development Stream

[Person in Charge- Coordinator for PPDS]

6.2.1. Course Description

The aim of the Personal and Professional Development Stream (PPDS) is to develop personal skills and personality of the students with a view to improve their learning abilities during the studentship and afterwards for continuous professional development and improve the quality of the service provided.

The course is divided into four thematic areas to be covered in a spiral manner throughout the phases. The themes are:

- Personal development
- Professional development
- Leadership and management
- Ethics

The Course will be conducted by visiting staff and staff of the Faculty. The teaching learning activities include discussions and group activities.

Students are evaluated by assignments, presentations, portfolio and end of course assessment by OSCE at the end of Phase II. A satisfactory grade is needed in all portfolio activities, including the final assessment, to sit for the OSCE. Students should also have 80% attendance in PPDS teaching-learning activities specified in the curriculum to sit for the OSCE. Students without the required attendance will have to follow the course with the subsequent batch. A score of 50% is needed to pass the OSCE and proceed to Phase III. Those who do not pass can sit a second examination which will be conducted 6 weeks later.

6.2.2. Intended Learning Outcomes

1. Introductory programme

A. Personal development

Improving **life skills** by enhancing effectiveness in all aspects of personal development and interactions by

- Developing yourself by
 - Knowing your “self” and its key attributes
 - Learning as a discipline
 - Enhancing personality and knowing the importance of achievement
- Reducing stress by
 - Knowing the relaxation techniques, mindfulness and stress and coping with stress
- Building effective relationships and enriching the relationship
- Enhancing the management of time
- Enhancing communication skills
- Developing attributes and soft skills to enhance personal role in the practice of medicine

B. Professional Development

- Understanding the medical profession in the context of Society
 - Identify the perspective of a doctor
 - Identify and practice etiquette in the medical field
- Developing the attributes of Medical Professionalism
 - Define medical professionalism
 - Identify basics of the doctor-patient relationship
- Recognise that medicine involves life-long learning, continued professional development and ongoing appraisal of performance of self and the quality of the practice
 - Demonstrate self-care, self-reflection and self-assessment
 - Know the bodies that maintain professional conduct in Sri Lanka
 - Identify online behaviour that is inconsistent with professionalism

C. Leadership and Management

- Identify effective time management
- Identify clinical leadership
- Formulate a self-development plan
- Identify principles of teamwork in medicine

D. Ethics

The course provides a simple, accessible, and culturally neutral approach to thinking about ethical issues in health care. It includes respect for autonomy, beneficence, non-maleficence, and justice. It offers a common, basic moral analytical framework and a common, basic moral language that can help budding doctors to make decisions when reflecting on moral issues that arise at work.

- Understanding etiquette in the medical field
- Identify the behavior in the Faculty and public domains
- Identify and implement the dress code
- Explain the concept of punctuality
- Select the communication style- with colleagues and community
- Describe the use of social media/IT
- Identify self-discipline

2. Phase I

A. Personal development

- Developing your SELF by
 - Motivation
 - Learning as a discipline, memory and enhancing memory
 - Enhancing personality
 - Knowing the importance of extracurricular activities in healthy lifestyle

- Managing emotions
- Cultivating good behaviour
 - Changing individual behaviour
 - Moral judgement and behaviour
 - Dynamics of popularity
 - Enhancing communication skills by improving interpersonal communication
 - Being an active listener
 - Develop presentation skills
 - Sexual health

B. Professional development

- Understanding the medical profession in the context of Society
 - Identify medicine as a practice of science and art
- Developing the attributes of Medical Professionalism
 - Describe professional conduct
 - Identify interpersonal professionalism
 - Adopt an ethical standard of practice
- Recognise medicine involves life-long learning, continued professional development and ongoing appraisal of performance of self and the quality of the practice
- Identify principles of life-long learning

C. Leadership and Management

- Demonstrate the ability to work as a team
- Consolidate the self-development plan
- Identify the principles of leadership and the application in medical practice

D. Ethics

Understanding the principles of ethics and their application in medical practice

- Discuss the social ethics
- Explain research ethics
- Identify human rights/rights of patients
- Recognize gender equality

3. Phase II

A. Personal development

- Improving life skills by enhancing effectiveness in all aspects of personal development and interactions by
 - Managing emotions
 - Cultivating good behaviour by knowing
 - Knowing how to cope with loss
 - Demonstrating empathy
 - Anger management
 - Sexual health

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- Developing attributes and soft skills to enhance personal role in the Practice of Medicine by
 - Learning effective presentation skills
 - Preparation for examinations

B. Professional development

- Understanding the medical profession in the context of Society
 - Demonstrate healthy doctor-patient relationship
 - Identify patient centredness
- Developing the attributes of Medical Professionalism
 - Identify collective professionalism
 - Identify values and behaviors related to patient centered care
 - Relate to honesty, integrity, empathy and altruism as ethical practice
 - Observe professional conduct in clinical setting
 - Interpret role modelling in medical practice
 - Know the types of professional deficits in clinical environment
- Recognise medicine involves life-long learning, continued professional development and ongoing appraisal of performance of self and the quality of the practice
 - Analyse in-depth self-evaluation and self-assessment in the clinical context
 - Demonstrate social responsibility
 - Demonstrate life-long learning

C. Leadership and management

- Develop the ability to work with many stakeholders and other healthcare professionals
- Identify leadership skills and decision-making skills
- Formulate own leadership skill development plan
- Identify the challenges of being a leader
- Identify the concepts of conflict resolution
- Identify clinical governance

D. Ethics

- Understanding the principles of ethics and their application in medical practice
 - Discuss the social ethics
 - Explain Research ethics
 - Identify human rights/rights of patients
 - Recognize gender equality

6.2.3. Detailed Syllabus

Introductory Period		
1	Discussion/group work	Introduction to PPDS - curriculum and exam methods
2	Discussion/group work	Medical Profession: Different perspective
1	Discussion/group work	Ethics and Etiquettes in medical field
2	Discussion/group work	Planning and managing time
1	Discussion/group work	Know thyself , motivation, enhancing personality, achievement
2	Discussion/group work	Learning basic and applied medical science in phase I
2	Discussion/group work	Building effective Relationship / Enriching the relationships
2	Discussion/group work	Stress and coping with stress
2	Discussion/group work	Diversity and inclusion
2	Discussion/group work	Relaxation techniques
1	Discussion/group work	Facing the time of crisis
1	Discussion/group work	Mindfulness
2	Discussion/group work	Responsibility and accountability during studentship
2	Discussion/group work	Growing with life : the role of extra-curricular activities in the medical field
2	Discussion/group work	Written communication
Term 1		
2	Discussion/group work	Maintaining a Portfolio
2	Discussion/group work	Learning as skill / discipline – learning, memory, enhancing memory
2	Discussion/group work	Active listening
2	Discussion/group work	Managing emotions
		Cultivating good behavior I
2	Discussion/group work	Developing a self-development plan
2	Discussion/group work	Dynamics of Popularity
		Enhancing communication skills I
2	Discussion/group work	Interpersonal communication skills
2	Discussion/group work	Exam – viva voce
2	Discussion/group work	Reflection and self-assessment

Term 2		
2	Discussion/group work	Problem solving skills
2	Discussion/group work	Negotiation & Mediation
2	Discussion/group work	Presentation skills
		Cultivating good behavior II
2	Discussion/group work	Coping with loss
2	Discussion/group work	Demonstrating empathy
2	Discussion/group work	Anger management
2	Discussion/group work	Cooperation
2	Discussion/group work	Preparation for Examinations
1	Discussion/group work	Human Rights

Term 3		
2	Presentation -1	General topic – 5 minutes

Summary of Phase I

Activity	Intro	Term 1	Term 2	Term 3	Total
Discussion/Group work	26	18	18	02	62

Term 5		
2	Discussion/group work	Medical Professionalism I
		Dealing with difficult situations
		Enhancing Communication Skills II
2	Discussion/group work	Communication with patients
2	Discussion/group work	Doctor patient relationship
2	Discussion/group work	Emotions, perceptions and emotional intelligence
2	Discussion/group work	Gender Equality – I
2	Discussion/group work	Gender Equality - II

Term 6		
2	Discussion/group work	Emotional Intelligence
2	Discussion/group work	Medical ethics – I (Informed consent)
2	Discussion/group work	Developing a social support system for stress management
2	Discussion/group work	Teamwork

4	Presentation	Research group presentations
2	Discussion/group work	Group Dynamic and dynamics of popularity
2	Discussion/group work	Medical ethics – II (Privacy and confidentiality)

Term 7		
2	Discussion/group work	Time Management in clinical setting
2	Discussion/group work	Medical Ethics – III (Patient autonomy)
2	Discussion/group work	Social Ethics
2	Discussion/group work	Confidentiality / Data privacy
2	Discussion/group work	Medical ethics – IV (Conflicts of interest)
2	Discussion/group work	Managing complaints

Term 8		
		Enhancing Communication Skills III
2	Discussion/group work	Advanced communication skills
2	Discussion/group work	Continuous Medical Education: Management of accidental needle stick injury (Dept. of Microbiology)
2	Discussion/group work	Audits of practice environment
		Medical Professionalism II
2	Discussion/group work	Leadership – decision making, conflict resolution, assertiveness

Term 10		
	Presentation 3	Popular medicine topic – 5 minutes
2	Discussion/group work	Social ethics

Summary of Phase II

Personal Professional Development Stream II							
	Term 5	Term 6	Term 7	Term 8	Term 9	Term 10	Total
Discussion/Group work	12	16	12	8	0	04	52



6.2.4. Evaluation

Type of Assessment		Details of evaluation
1	Formative	
	Portfolio [†]	
	<i>Phase I</i> Presentation* (1) Reflective writing* (2) Extracurricular activities (2) Self-evaluation (2)	At least satisfactory grade in presentation and reflective writing Acceptable evidence should be attached for extracurricular activities to be considered satisfactory Should complete 2 self- evaluations
	<i>Phase II</i> Presentation* (2) Reflective writing* (2) Extracurricular activities (2) Self-evaluation (2)	At least satisfactory grade in presentation and reflective writing Acceptable evidences should be attached for extracurricular activities to be considered satisfactory Should complete 2 self- evaluations
2	Summative	
	OSCE	06 stations (5 minutes per station)

[†] Students should satisfactorily complete the portfolio with satisfactory grade in all portfolio teaching learning activities and minimum 80% attendance in PPDS sessions to sit for the end of course OSCE

* Students will be asked to repeat the presentation/ reflective writing until they get satisfactory grade

Portfolio assignments

Students should satisfactorily complete total of 03 presentations, 04 reflective writing and 04 extracurricular activities and perform a total of 04 self-evaluation. Breakdown of portfolio assignments is given below;

Phase I

- Presentation 1: Common topic 1
- Reflecting writing 1: Personal development
- Reflective writing 2: Team work
- Extracurricular activity 1 and 2
- Self-evaluation 1 and 2

Phase II

- Presentation 2: Community Medicine Research Presentation
- Presentation 3: Popular medicine
- Extracurricular activities 3 and 4
- Reflective writing 3: Ethical behaviour
- Reflecting writing 4: Leadership
- Self-evaluation 3 and 4

End of course OSCE

- Eligibility to sit for the end of course OSCE in PPDS:
 - The student must have at least 80% attendance in PPDS teaching learning activities.
 - Satisfactory completion of the portfolio with satisfactory grade in all portfolio activities.
- End of course assessment will be held at the end of Phase II. It will be assessed by six OSCE station, each station will assess the skills such as effective communication, team work, ethical practice, professional conduct, leadership, administrative and managerial skills in clinical settings etc.
- Candidates should get minimum 50 marks to pass the examination.
- A second examination will be conducted 6 weeks after the results of the first exam are released.

6.2.5. References

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8. Management: Meeting and Exceeding customer expectations. Warren. R. Plunkett, Raymond F. Attner and Gemmy S. Allen, South Western College, 2007
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