

Exploring Discrepancies in Perceptions of Professionalism

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Background

- There is an observable gap between the perceptions of learners and those of preceptors regarding what constitutes professional behavior
- Existing literature predominantly relies on self-reported measures, which may not fully capture actionable professional behaviors
- A Situational Judgement test (SJT) is a psychological test that presents hypothetical scenarios and asks the test-taker to identify the most appropriate response

Objective

To investigate the potential variance in the perception of professional behaviors among distinct groups by using an adapted Situational Judgement Test (SJT).

Methods

Distribution Method:	Qualtrics® XM Survey
Survey Content:	Five scenarios representing professional challenges aligned with subdomains of professionalism
Target Audience:	 Current UCSF School of Pharmacy (SOP) students Pharmacy residents across all UC Health campuses Active UCSF SOP preceptors
Statistical Analysis:	A Fisher's exact test and a t-test were performed to explore each response to the five case questions

Participants

Eligible Subjects	N = 1402
Surveys Completed	n = 311
Excluded	n = 21 Learners (n = 8) Preceptors (n = 13)
Preceptors	n = 150
Learners	n = 140

Methods, Study Design **Scenario 3** Subdomain 1 Amrit is a PGY1 resident on a new rotation. They are working with a Fulfilling responsibilities in a multidisciplinary team including an attending physician, a medical resident, quality manner and their preceptor. On some occasions, Amrit sees patients with the team without their preceptor present, but the medical resident still directs Subdomain 2 medication questions directly to their preceptor Fulfilling responsibilities in a reliable manner You will now be asked to evaluate five scenarios. After reading the scenario, rate the Subdomain 3 effectiveness of responses to the situation with respect to demonstrating professionalism Jndertaking activities in a **self** using the scale below. Please advance to begin the scenarios. Effective Very Effective Very Ineffective Ineffective Subdomain 4 emonstrating a desire to **exceed** The response will The response will not The response could The response will expectations cause additional improve the situation help but will not significantly or may cause a significantly improve improve the oroblems or make the Subdomain 5 problem the situation situation situation worse emonstrating accountability and accepting responsibility for own Response 4 Response 1 Response 3 Response 2 Amrit discusses the situation Amrit takes note of the Amrit asks their preceptor to Amrit speaks to colleagues directly with the medical questions being asked of be present during patient who have worked with this resident, and asks for their preceptor and reviews visits until they feel medical resident on the strategies to be able to better those concepts after their comfortable rotation to see if they had a help the team shift to be more prepared the similar experience next day Figure 1.

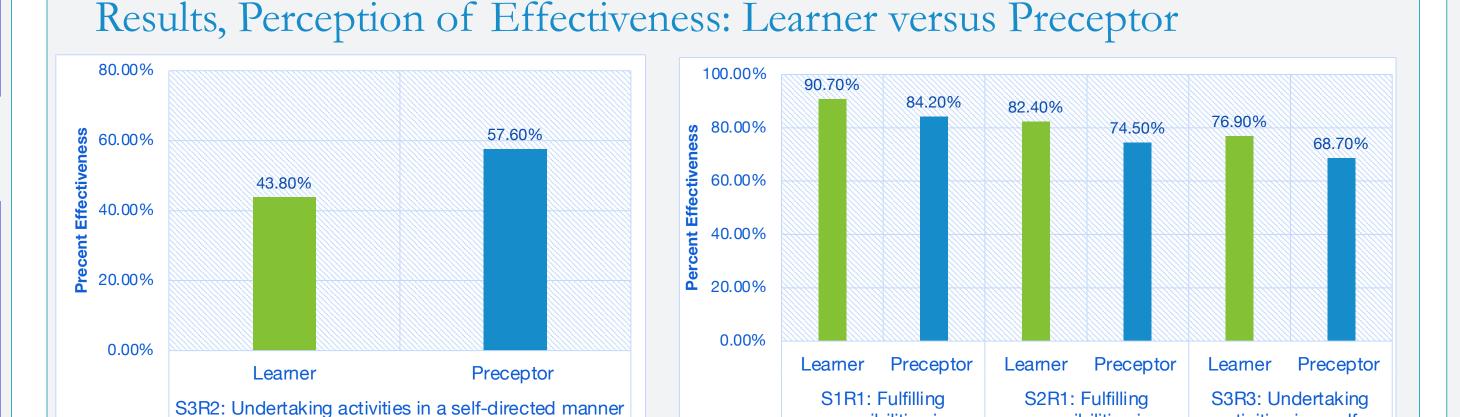


Figure 3.

p-value = 0.033

Figure 2.

responsibilities in a

quality manner

responsibilities in a

reliable manner

activities in a self-

directed manner

Discussion

- There appears to be potential differences between learner and preceptor perception of professionalism within Domain 1 (Figure 2. & Figure 3.)
- Scenario 3 Response 2 showed there was a statistically significant difference in perceptions of effectiveness between learners and preceptors (Figure 2.)
- Understanding these differences can help tailor educational strategies to bridge the perception gap and promote consistent professionalism among learners and preceptors

Limitations • Unvalidated Strategy

One School of Pharmacy

Strengths

- High Survey Completion
 Rate
- Multiple Medical Campuses

Future Directions

- Perform qualitative analysis of free-text response data to identify themes amongst learners and preceptors
- Create intentional case-based small group activities within UCSF School of Pharmacy's professionalism curriculum to further understand differences in perceptions

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