

## Professionalism



### Influencing Change

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## The Four P's

1. Profession
2. Professional
3. Professionalism
4. Personal

## Reaching the Gold Standard in Vocational Rehabilitation

Turning over a new leaf

## #1 Profession

- Is a noun
- Defined as:  
A vocation founded upon specialized educational training, the purpose of which is to supply objective counsel and services to others

## A Wise Man Said

"if a man is called to be a street sweeper, he should sweep streets as Michelangelo painted, or Beethoven composed music or Shakespeare wrote poetry. He should sweep the streets so well that all the hosts of heaven and earth will pause to say...Here lives a great street sweeper who did his job well."

*Dr. Martin Luther King*

## Professions

- Professions have the following characteristics
  - A set of competencies
  - A form of credentialing
  - A defined scope of practice
  - A defined standards of practice
  - A set of Values that define their commitment to clients and practice
  - Code of Ethics
  - A complaint or discipline process
  - Ongoing professional development

## #2 Professional

- Defined as:  
Relating to or belonging to a profession  
How one performs within the profession and adheres to the requirements set out for the profession
- But there is much more to being a professional than just meeting the minimum requirements
- There is a look, a tone and a manner that define a professional

## Being a Professional

- There are work related traits that define a professional
- Working collaborative
  - Confidentiality
  - Self evaluation
  - Continuous improvement
  - Participating within the profession
  - Responsible and fiscal management

## Professionals

- Core values that form the foundation of all professionals
  - Honesty
  - Integrity
  - Altruism
  - Responsibility
  - Accountability
  - Compassion and Empathy

## #3 Professionalism

### Traditional

- Defined as the competency or skill expected of a professional

### Current

- The types of behaviours that **set the gold standard of a professional**  
*The work and qualities that define a true professional*

## Being Professional

- Is related to you  
Knowledge and Skills but much more
- Passions
  - Personal Values and Ethics
  - Persistence
  - Personal Presentation
  - Empathy
  - Willingness to lean and share your learning and experience
  - Dedication to Excellence
  - Confidence
  - Practice what you preach

## Professionalism

- Measuring professionalism
  - Technically there is no measure but only self-evaluation
  - It is an attitude about your work, your clients and YOURSELF
  - Personal drive influences the competitive nature of others

**True professionalism creates a way of life that influences everything you do others see and emulate.**

## Professionalism

- It is now being incorporated into the traditional professions like medicine, law and education
  - Changing paradigm
  - The public to which all professions have a responsibility are part of this change
  - Technology and the access to information have created professionalism measurement tools

## Others

- Ranking my doctor.

Best Rated Rheumatologists near ON  
[Dr. edward keystone](#) - Toronto  
[Dr. frances leung](#) - Toronto  
[Dr. edward ng](#) - Newmarket  
[Dr. janet pope](#) - London  
[Dr. fernando anthony bianchi](#) - Hamilton  
[Dr. john dickson](#) - St. Catharines  
[Dr. julie kovacs](#) - Toronto  
[Dr. arthur karasik](#) - Etobicoke  
[Dr. allan kagal](#) - Vaughan

## Professionalism

Professionalism and Health Services Review

Under Review	Current
Art	Science
Professionalism	Expert knowledge and skills
Subjective	Objective
Relationship Centred	Evidence based
Generalism	Specialism
Empathy	Detachment
Inter-professional	Intra-professional

## Ranking and Rating

- Fraser Institute
  - Compares the academic performance of schools based on key criteria and ranks them
- Rate My teacher
  - Some school boards block this site
- Access to information is changing the status quo and professionalism is now a deciding factor

## New Models

Best Lawyers /L'Expert

- Earned
- Nominated by peers
- Supported by Client testimonies
- Precedents or other key contributions to the profession
- Voted by a board or peers, educators and others

## #4 Personal

- Professionalism is a form of personal professional development
- Professionalism is a personal practice
- It is earned rather than a title
- Built upon 5 Key attributes
  - Attitude
  - Character
  - Competency
  - Conduct
  - Excellence

Exceeding the minimum and being the best that you can be.

## Summation

- Professionalism shapes and defines the professional and in turn the profession

*Professionalism sets the gold standard in our professional and personal lives*

## The Daily Check

- How have I professionalized my profession?
- What act of professionalism have I done today?
- Have I learned and shared something new today?
- Have I gained the respect of colleagues or clients from my actions?
- Do I practice what I preach?