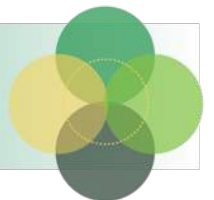


Interprofessional Competencies

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**Health Sciences Education and
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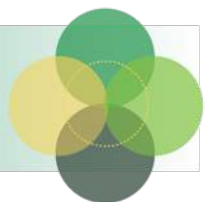




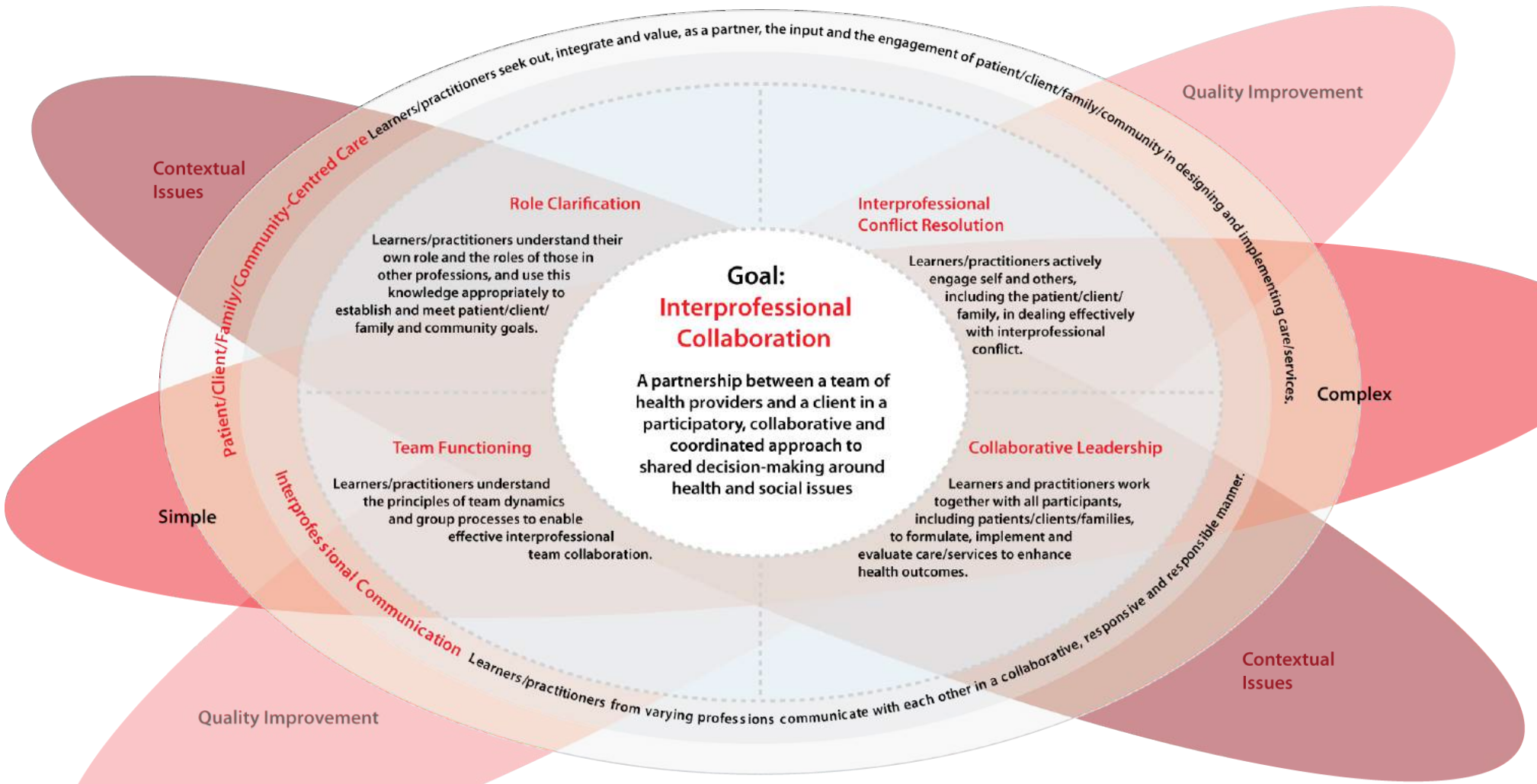


Overview

- Interprofessional Competencies
- Current Challenges
- Food for Thought
- Collective Competence

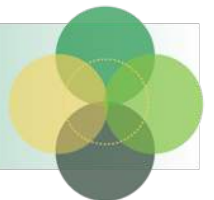


National Interprofessional Competency Framework

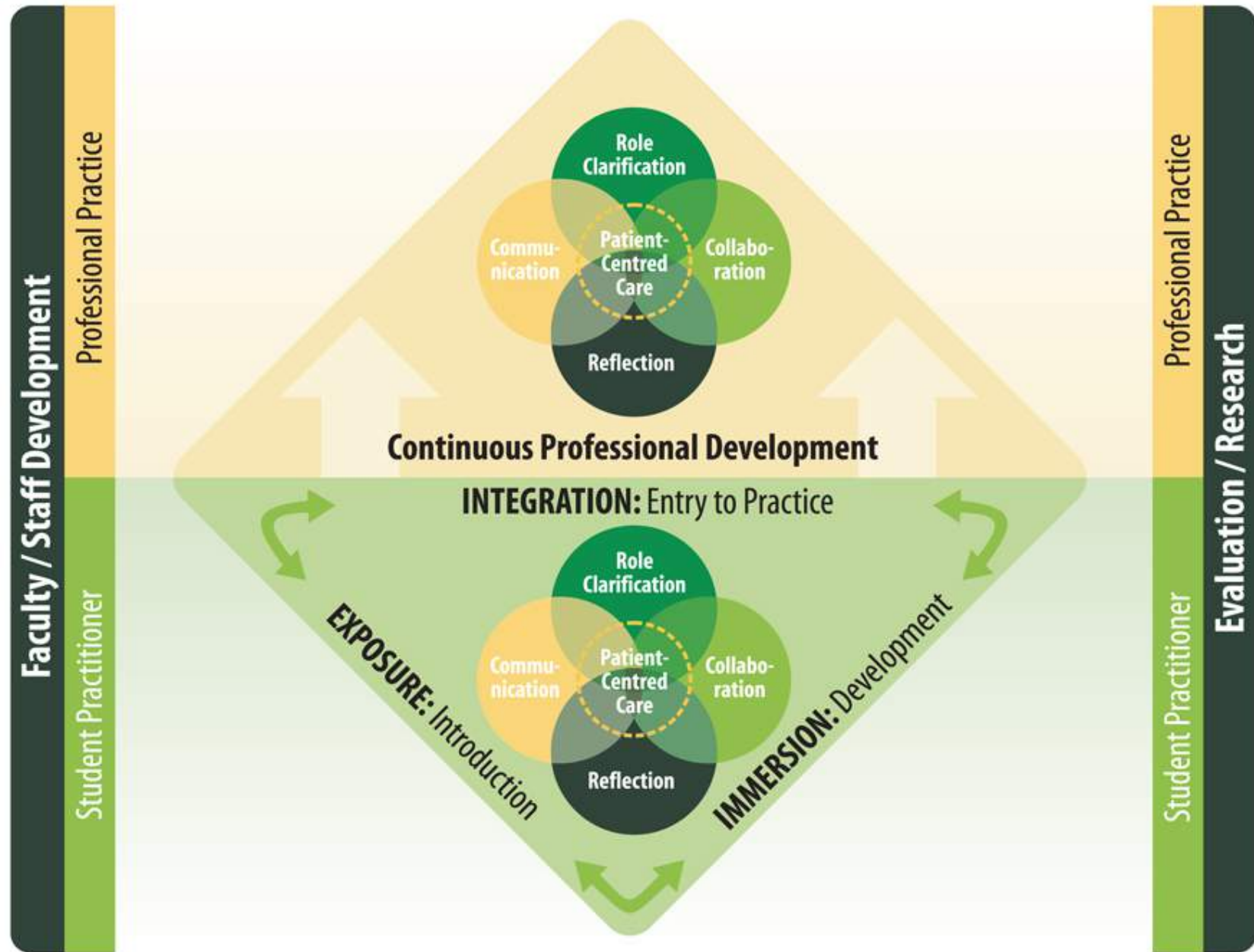


CIHC's IP Competencies

- Interprofessional Communication
- Role Clarification
- Team Functioning
- Interprofessional Conflict Resolution
- Collaborative Leadership
- Patient/Client/Family/Community-Centred Care

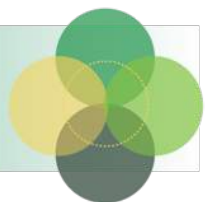


HSERC's IP Competency Framework



HSERC's Competencies

- Role clarification
- IP collaboration
- IP communication
- Reflection





Competence

Straight Ahead



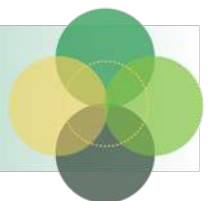
Current Challenges

1. Conceptualization

2. Measurement

- How to measure
- Unit of analysis
- Little evaluation data

(Reeves, 2012)





Food for Thought

What do we know?

- Health professional education driven by goal of individual competence
- Health care is full of highly competent individuals
- Only sometimes do competent individuals form competent teams

(Lingard, 2012)

How is this
possible?

How does one
approach
competence in
relation to teams?

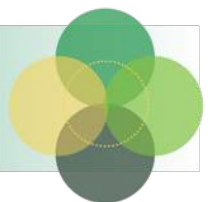
Collective Competence

Competence is

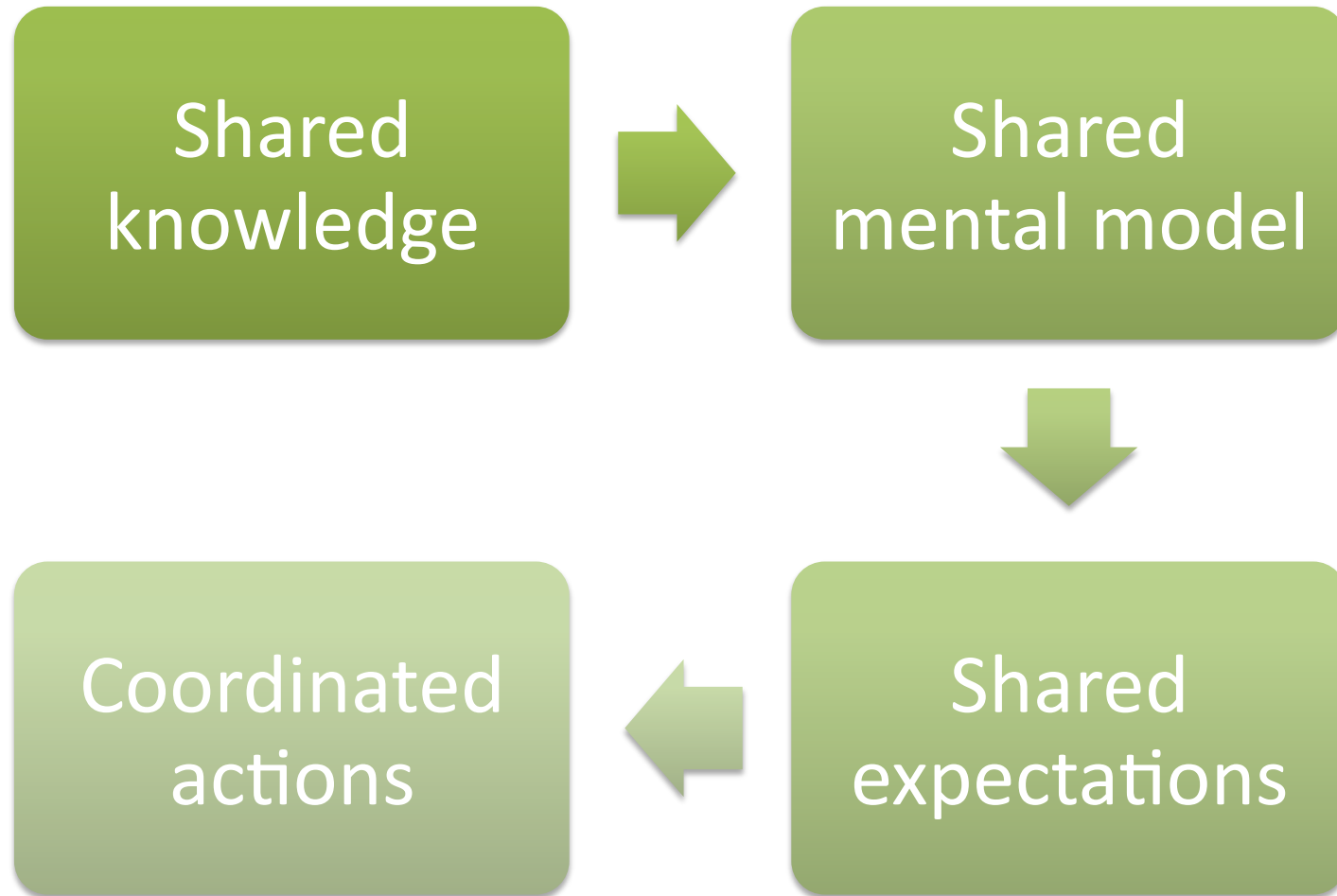
- a quality that individuals possess
- a state to be achieved
- context free

Collective competence is

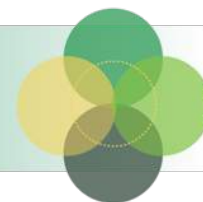
- a distributed capacity
- an evolving dynamic
- tied to context



Collective Competence



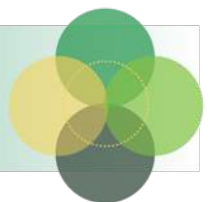
Assess not only what individual team members know, but their **awareness of what others know**, their **skill in tacit and explicit forming of shared expectations** and their **use of strategies to maximize coordination**.



Framework for Markers of Team Cognition

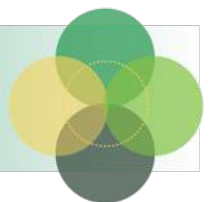
- Markers of shared mental models:
 - Closed-loop communication
 - Mutual performance monitoring
 - Adaptive and supportive behaviours
- Markers of situation assessment:
 - Problem identification and conceptualization
 - Plan execution

(Salas, 2007)



Advantage of collectivist way of seeing?

- Draws attention to potential fault lines in a team of competent individuals including shared expectations and role clarity
- Performance of the system not skills of individual that determines success of team







Thank
you!