

Appendix 2: Core Competencies or Desirable Attributes of the Healthcare Team

Standards for Core Competencies (also known as Desirable Attributes) can be found in multiple sources. Some of these sources have overlapping standards. In your application, you should indicate both the source(s) as well as the Competency(ies).

Source	ABMS/ACGME	Institute of Medicine (IOM)	Interprofessional Education Collaborative
Core Competencies	Patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health	Provide patient-centered care – identify, respect, and care about patients’ differences, values, preferences, and expressed needs; relieve pain and suffering; coordinate continuous care; listen to, clearly inform, communicate with, and educate patients; share decision making and management; continuously advocate disease prevention, wellness, and promotion of healthy lifestyles, including a focus on population health	Values/Ethics for Interprofessional Practice – Work with individuals of other professions to maintain a climate of mutual respect and shared values.
	Medical knowledge about established and evolving biomedical, clinical, and cognate (e.g. epidemiological and social-behavioral) sciences, and the application of this knowledge to patient care	Work in interdisciplinary teams – cooperate, collaborate, communicate, and integrate care in teams to ensure that care is continuous and reliable	Roles/Responsibilities – Use the knowledge of one’s own role and those of other professions to appropriately assess and address the healthcare needs of the patients and populations served.
	Practice-based learning and improvement that involves investigation and evaluation of their own patient care, appraisal and assimilation of scientific evidence, and improvements in patient care	Employ evidence-based practice – integrate best research with clinical expertise and patient values for optimum care, and participate in learning and research activities to the extent feasible	Interprofessional Communication – Communicate with patients, families, communities, and other health professionals in a responsive and responsible manner that supports a team approach to the maintenance of health and the treatment of disease.

Source	ABMS/ACGME	Institute of Medicine (IOM)	Interprofessional Education Collaborative
	Interpersonal and communication skills that result in effective information exchange and teaming with patients, their families, and other health professionals	Apply quality improvement – identify errors and hazards in care; understand and implement basic safety design principles such as standardization and simplification; continually understand and measure quality of care in terms of structure, process, and outcomes in relation to patient and community needs; design and test interventions to change processes, systems of care, with the objective of improving quality of care	Teams and Teamwork – Apply relationship-building values and the principles of team dynamics to perform effectively in different team roles to plan and deliver patient-/population-centered care that is safe, timely, efficient, effective, and equitable.
	Professionalism , as manifested through a commitment to carrying out professional responsibilities, adherence to ethical principles, and sensitivity to a diverse patient population	Utilize informatics – communicate, manage, knowledge, mitigate error, and support decision making using information technology	
	Systems-based practice , as manifested by actions that demonstrate an awareness of and responsiveness to the larger context and system for health care and the ability to effectively call on system resources to provide care that is of optimal value		

There are more Core Competencies than those listed here. If you are focusing on a very specific specialty, you might want to look at that Board or Profession's competencies for their Core Competencies.