



Pilot workshop to facilitate personal development for the medical profession



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What?

Pilot workshops to facilitate personal development for medical professionals

Who?

Participants:

Medical students General practitioners
Interns Medical specialists
Junior doctors Doctor in manager role

Facilitator: licensed PRH Educator (lecturer at Krida Wacana Christian University, psychiatrist)

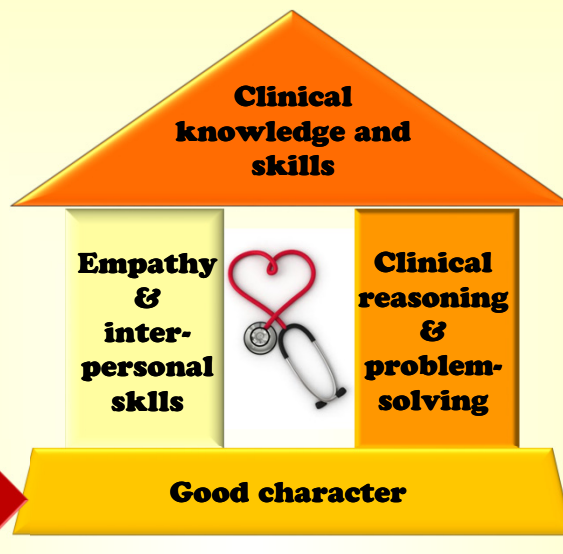
When?

19-23 May 2017 (in English, accompanied by representative from PRH International)
9 participants
26-29 October 2017 (in Bahasa Indonesia)
7 participants

Where?

Jakarta, Indonesia

Being a good doctor



STARTS AT THE FOUNDATION

Why?

- Being a good doctor not only requires acquisition of knowledge, skills and attitudes, but also necessitates personality development to enhance good character.
- Identity formation has been recommended as the backbone of medical education¹⁻⁶ to cultivate a well-rounded competent and compassionate doctor.^{1,2}
- "Medical educators are called to facilitate the active constructive, integrative developmental process of identity formation within standardized and personalized and/or formal and informal curricular approaches."¹

How?

4 to 5-day intensive small group (6-12 persons) module for personal development "Who Am I? Getting to know better the solid core of your personality" using humanistic pedagogy, internationally licensed and developed over 40 years in 40 countries by PRH (*Personnalité et Relations Humaines* - Personality & Human Relations)

Key concepts

Identity formation is an active, dynamic and constructive developmental process that essentially complements competency-based education through an on-going self-reflective process.³

"When explicitly encouraged to reflect, learners become active participants in the formation of their own identity. The effectiveness of reflection is strengthened when facilitated by a role model or mentor or carried out as a group activity. A healthy and inclusive environment is welcoming and models appropriate behaviors."⁴

"Physicians' active self-development through reflective practice helps the development of empathy⁵, fosters self-awareness and meaning-making, enhances well-being, prevents stress and burnout, and is thus linked to "sustainable practice" and resiliency throughout professional life.^{1,7}

Approach

- Guided personal analysis using a series of questions for reflective writing of personal lived experiences⁸
- Invitation to share in safe small group environment⁸
- Positive feedback for further exploration⁸
- Role-modelling/mentoring⁸
- Experiential life-giving activities for growth⁸

"Key drivers of professional identity formation include experiential and reflective processes, guided reflection, formative feedback, use of personal narratives, integral role of relationships and role models, and candid discussion within a safe community of learners (an "authentic community")"³

Contents

- Developing an authentic positive self-image⁹
- Recognizing the influence of others and autonomy⁹
- Getting in touch with one's "being":⁹
 - identity: potentials and capacities
 - essential course of action: professional calling
 - bonds of mission lived in collegiality
 - connection with a scope greater than one's self: sense of purpose and meaning
- Orienting the cognitive, affective, & physical aspects of one's self towards personal growth⁹
- Socialized, constructed, and deep conscience⁹
- Attitudes for growth and action plan⁹



Qualitative review

PRH helped me connect with a side of me I didn't know I had. It helped me communicate with the forces that shaped my decisions through analysing my self, and gave me tools to practice better coordination of those forces. PRH helped me see beyond my thinking brain, and connect with my deeper self. It helped me communicate better with my coworkers, helped me control certain emotions that come as I face my patients' sufferings. It helped me become a more honest and solution-oriented doctor.

- dr. Briliansy, emergency room physician

Strengths

- All participants demonstrated positive engagement and expressed positive reception throughout the workshop
- Workshop enhances self-awareness & capacity for self-reflection
- Following the workshop, participants reported improved well-being, better engagement with patients, and greater enjoyment in their work and personal life

Limitations

- Requires adequate resources (small groups, licensed educator)
- Personal development takes time, requires follow-up processes
- Lack of standardized assessments to measure identity formation/personal development⁴ and small sample size

Conclusion

- Workshops using a humanistic approach such as PRH has potential benefits to facilitate personal development for medical professionals
- Further research and development are needed to assess short/long-term benefits and potential integration in medical school and graduate/continuing medical education (GME/CME)

"Personal transformation must be integral curricula of the medical education continuum, undergraduate medical education through GME to CME... To engage in and lead authentic practice transformation, physicians must actually practice and experience personal transformation."⁷

References & Acknowledgements

www.prh-international.org

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