

Clinical Recognition Program

Grid for Self-Reflection

Respiratory Therapy

	Entry	Clinician	Advanced Clinician	Clinical Scholar
<p>Clinician/Patient Relationship</p> <p><i>The interpersonal engagement or relational connection between the clinician and the patient and/or family</i></p>	<ul style="list-style-type: none"> • Demonstrates care and concern for patients and families • Recognizes patients' needs and advocates for patients • Recognizes the need to communicate with patients/families regarding specifics of respiratory care • Treats all patients with the same level of respect and professionalism 	<ul style="list-style-type: none"> • Able to effectively communicate with patients/families regarding specifics of the respiratory care provided • Individualizes care based upon the knowledge of the patient and the family • Recognizes that cultural differences need to be considered • Selects relevant information to share differently among patients, caregivers, and professionals and assures their understanding 	<ul style="list-style-type: none"> • Adjusts therapy based on needs and concerns of patient and family • Encourages patient/families to participate in patient's care • Adjusts care plan to provide culturally-sensitive care • Is open and inclusive of others' values • Uses past experiences to adjust treatment • Anticipates patient's needs and sets priorities 	<ul style="list-style-type: none"> • Anticipates patient's/family's needs and offers assistance to patient/family to enhance care • Develops creative approaches to encourage patient/family participation • Provides emotional and informational support to patients and families and modifies subsequent discussion based on where the patient and the family are along the stages of coping and acceptance • Separates personal feelings from moral and ethical dilemmas • Respects values and suspends judgment • Challenges systems to provide the best patient outcomes
<p>Notes:</p>				

	Entry	Clinician	Advanced Clinician	Clinical Scholar
Clinical Knowledge <i>Understanding attained through formal and experiential learning</i>	<ul style="list-style-type: none"> • Understands the need to incorporate clinical competencies into the delivery of care • Capable of performing routine technical aspects of respiratory care • Provides acceptable documentation • Recognizes the need to incorporate clinical and laboratory data into the assessment of patients • Attends rounds when appropriate • Recognizes limits; utilizes resources appropriately • Attends inservices • Needs help setting priorities • Approach to patient care is rule driven 	<ul style="list-style-type: none"> • Understands clinical and lab data and utilizes the information to appropriately provide patient care • Able to effectively incorporate clinical competencies into the delivery of care • Appropriately documents rationale for therapy • Technically competent • Actively participates in rounds • Demonstrates clinically sound risk taking • Appropriately challenges physicians' orders • Actively participates in inservices • Draws conclusions on past experiences • Matches rules with reality 	<ul style="list-style-type: none"> • Serves as a consultant for clinical competencies • Mastered technical aspects of respiratory care • Effectively documents goals of therapy • Is familiar with relevant research findings • Provides inservice education • Effective in influencing change for more appropriate respiratory care • Initiates independent learning based on his/her needs • Anticipates patient needs and sets priorities appropriately 	<ul style="list-style-type: none"> • Serves as department resource for developing clinical competencies • Clinical and technical expert in area of specialization • Uses documentation to effectively integrate patient care plan • Applies relevant research findings to clinical practice • Recognizes the need for and develops continuing education programs • Develops innovative approaches to care
Notes:				

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<p>Collaboration/Teamwork</p> <p>Through the development of effective work relationships with colleagues and other members of the health care team, the best possible outcome is achieved for patients and families</p>	<ul style="list-style-type: none"> • Recognizes the need for a team approach to patient care • Begins developing relationships with the health care team • Benefits more from than contributes to team work 	<ul style="list-style-type: none"> • Collaborates with members of the patient care team to develop an integrated care plan • Identifies the need for improvement in the respiratory care department • Begins to see positive effect of own contribution to team work 	<ul style="list-style-type: none"> • Actively seeks other health care team members to provide an integrated care plan • Develops solutions for implementing improvements in practice • Mobilizes team work , contributes to more than benefits from team work 	<ul style="list-style-type: none"> • Leads and coordinates operation improvement activities for clinical practice and system improvements • Consultation is sought by peers and other members of the health care team • Projects a professional image and positively influences practice for better patient care • Often leads teams
<p>Notes:</p>				