

Interprofessional Teamwork in Graduate Medical Education

Amy V. Blue, PhD

Associate Vice President for Interprofessional
Education

Clinical Professor, College of Public Health and Health
Professions

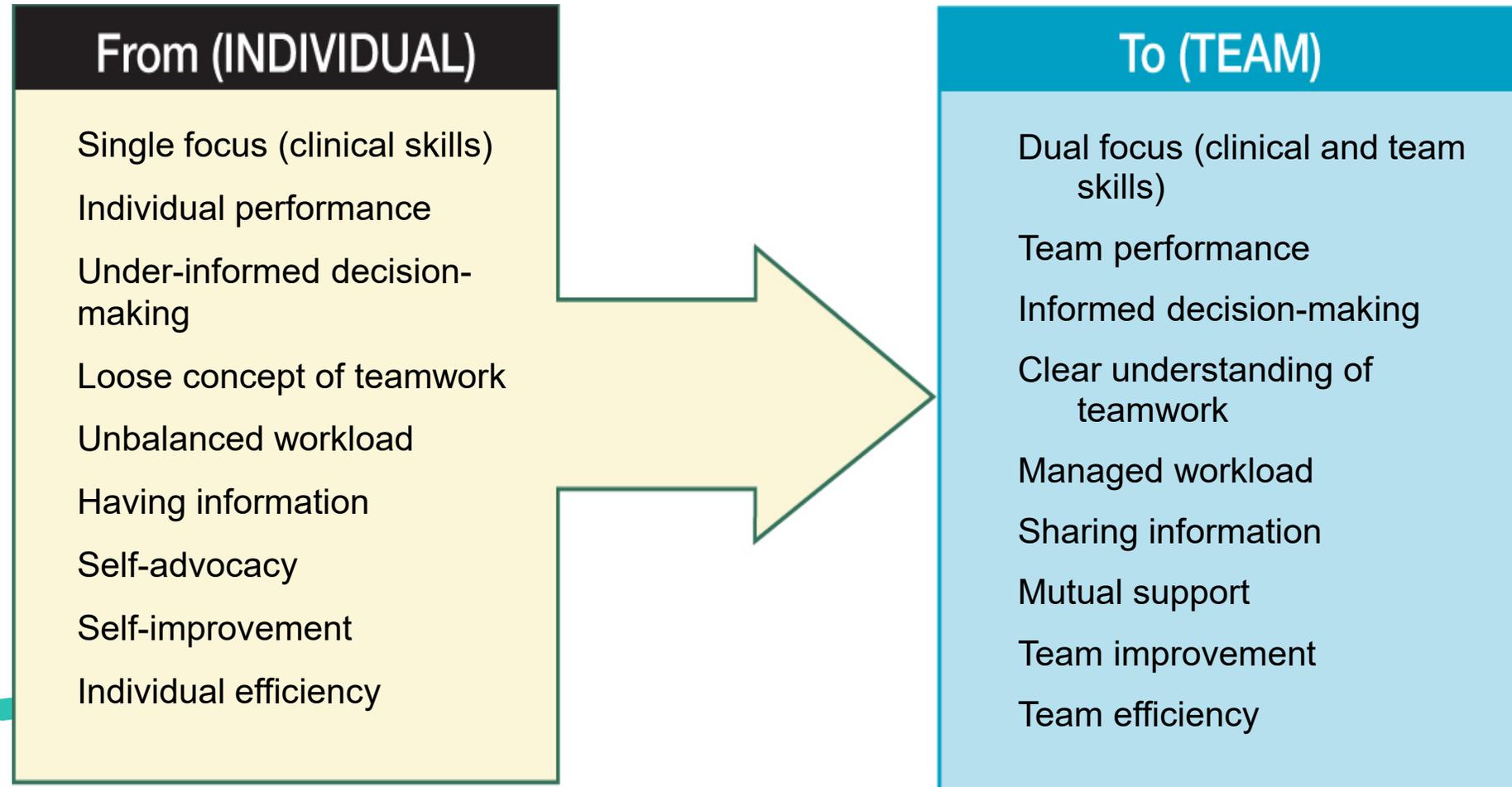
Objectives

- Discuss benefits of interprofessional teamwork
- Identify interprofessional teamwork learning opportunities
- Describe effective strategies for interprofessional communication

Teamwork



Shift in Healthcare



ACGME

- Residents must care for patients in an environment that maximizes communication. This must include the opportunity to **work as a member of effective interprofessional teams** that are appropriate to the delivery of care in the specialty and larger health system.



Accreditation Council for
Graduate Medical Education

ACGME Common Program Requirements (Residency)

ACGME-approved focused revision: February 3, 2020; effective July 1, 2020

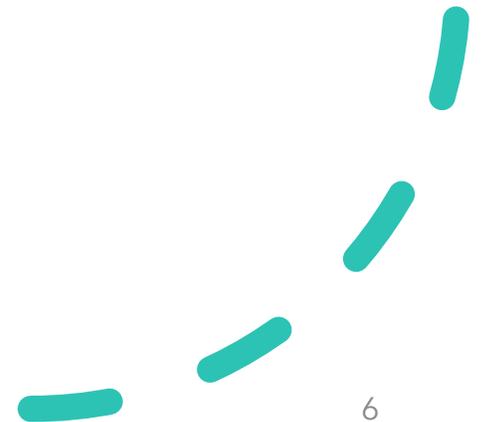
Editorial Revision, effective July 1, 2021: Background and Intent below VI.A.2.b) revised; substance use disorder language updated; further specification note under VI.A.2.c).(1).(b) updated



Interprofessional Collaborative Practice

“When multiple health workers from different professional backgrounds work together with patients, families, carers and communities to deliver the highest quality of care.”

WHO 2010

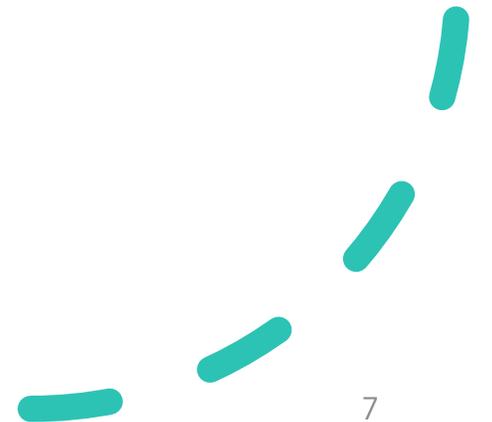




Interprofessional Education

“When learners from two or more professions learn about, from and with each other to enable effective collaboration and improve healthcare outcomes.”

WHO 2010

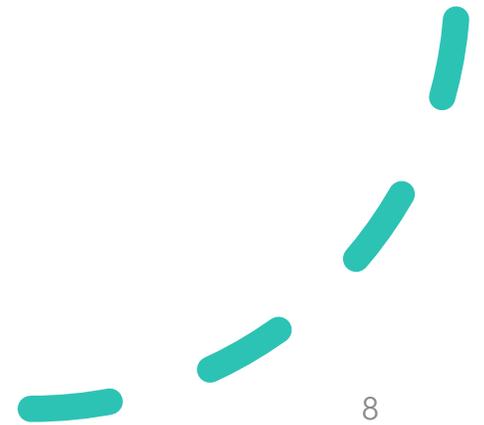




Interprofessional Teamwork

“The levels of cooperation, coordination and collaboration characterizing the relationships between professions in delivering patient-centered care.”

IPEC 2016



Terminology

Interdisciplinary

- Internist
- Orthopedic Surgeon
- Anesthesiologist

Interprofessional

- Internist
- Orthopedic surgeon
- Physician Assistant
- Nurse
- Physical Therapist
- Case Manager

Interprofessional
Collaborative
Practice
Competency
Domains



Values and Ethics

Roles and Responsibilities

Interprofessional
Communication

Teams and Teamwork



Benefits of Interprofessional Teamwork

What are some benefits of
interprofessional teamwork?



Improved Patient Outcomes

- Patient outcomes (from UF Archer Family Medicine, nurse-led clinic IP team):
 - 53% of patients with Diabetes saw a $\geq 1\%$ HbA1C decrease; 51% maintained a HbA1C $< 7\%$.
 - 35% of patients with depressive symptoms had the category of symptom severity as measured by the PHQ-9 change substantively.
 - 50% of patients with COPD reported a 2 or more point reduction in COPD symptoms.

Schentrup et al, 2019.



Improved Patient Outcomes

- Research indicates positive impacts on patient outcomes and reduced medical errors
 - Bedside rounding (Blakeney et al 2021)
 - High risk cohort in ambulatory care (Guck et al 2019)
 - Persons with Type 2 Diabetes in primary care (Madsen et al 2021)
 - Heart failure hospital readmissions (White-Williams et al 2021)



Reduced Costs

- High-risk cohort ambulatory care (Guck et al 2019)
- Heart failure hospital readmissions and costs (White-Williams et al 2021)
- Health care-associated infections (Avila et al 2022)



Provider Well Being

- Social support through an interprofessional team
 - Increased work satisfaction
 - Access to human capital, i.e., knowledge and skills of other professionals on the team
 - Enhanced communication

Stetten et al 2018



Addressing Health Worker Burnout

The U.S. Surgeon General's Advisory
on Building a Thriving Health Workforce

2022

Improved Clinician Well-Being

***Support Interprofessional
Teamwork Training and
Initiatives***

Integrated team-based care:

- Health worker satisfaction
- Greater joy in practice
- Decreased levels of burn-out



Interprofessional Teamwork Learning Opportunities

Who is on YOUR
interprofessional team?



“Nonclinical staff insights about patients and their circumstances, as well as clinic operations, became a critical component of the team meetings, patient care plans, and improvements in clinic operations.”

Schentrup 2019





Interprofessional Teamwork Learning Opportunities

How do you engage in
interprofessional teamwork
teaching?

Be explicit about interprofessional interactions

1

Include in team
briefs/huddles/debriefs

2

Ask for observations

3

Engage in shared-
decision
making/planning

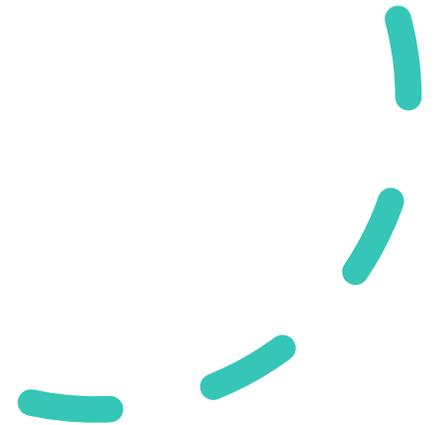
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Communicate with
respect; create
psychological safe
environments

Role Modeling



- Students
- Residents
- Colleagues





Interprofessional Communication

Interprofessional Communication Competency

“Communicate with patients, families, communities and professionals in health and other fields in a responsive and responsible manner that supports a team approach to the promotion and maintenance of health and the prevention and treatment of disease.”

IPEC 2016

YOU NEED TO MAKE
BETTER YOUR
METHOD OF
TALKING!

DO YOU MEAN
I NEED TO IMPROVE
MY COMMUNICATION
SKILLS?



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Effective
Communicators

Brief

Clear

Complete

Timely

Effective Communicators



Paraphrasing - "What you're saying is..."



Asking clarifying questions - "How do you mean?"



Perception checking

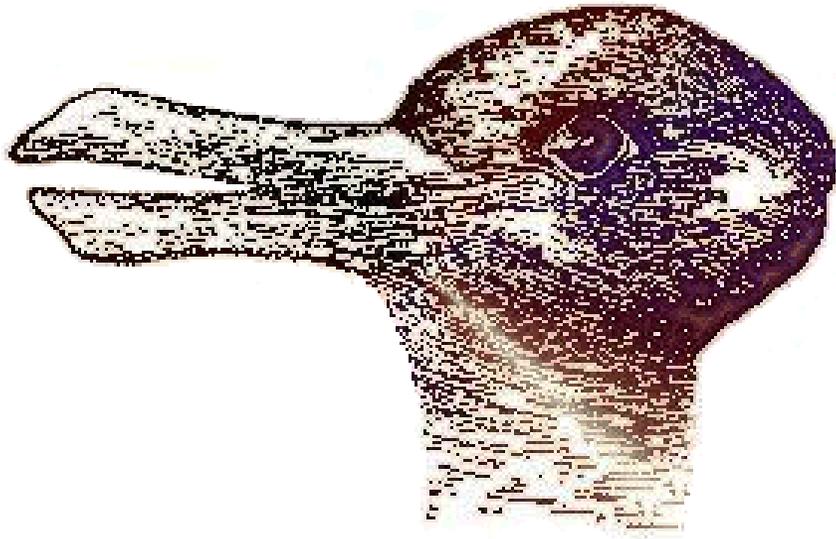
Shared Mental Models

The perception of, understanding of, or knowledge about a situation or process that is shared among team members through communication.



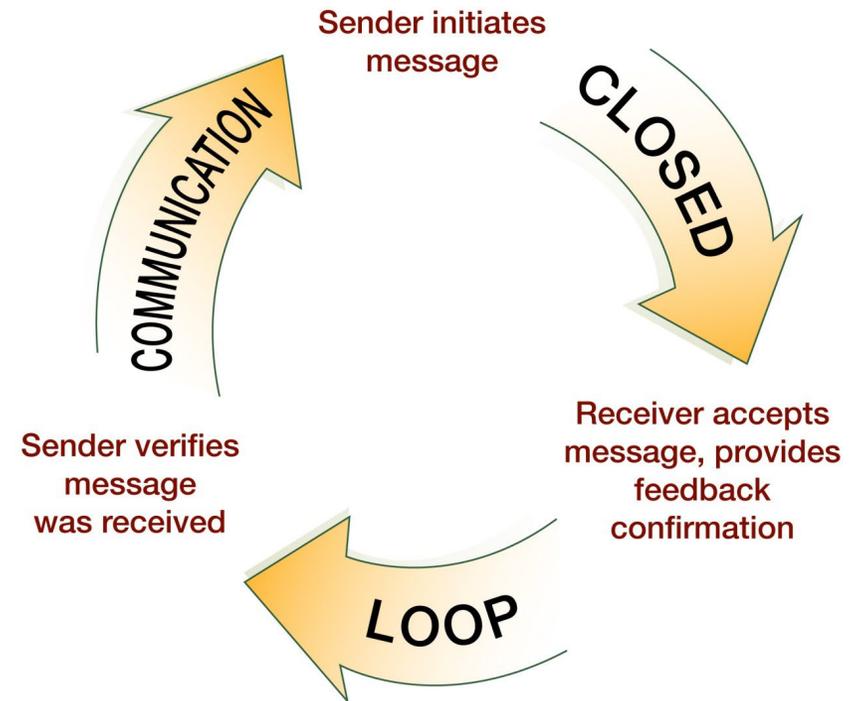
Being on the same page

What Do You See?





Closed loop communication







Interprofessional Teamwork in Graduate Medical Education

- Multiple benefits
- Effective communication
 - Shared Mental Model
 - Closed Loop Communication
- Role model to improve patient care and learning for others

References

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TeamSTEPPS: <https://www.ahrq.gov/teamstepps/index.html>



Thank you