

Professionalism Rubric		Below expectation			Meet expectation			Above Expectation		
Domain	Sub-domain	1	2	3	4	5	6	7	8	9
1) Integrity & Honesty	a. Conducts himself/herself with integrity and honesty	Plagiarises work; Invents information when unsure; Falsifies information; Untruthful or dishonest; Skips classes/posting without MC or approved leave; Denies errors in the face of indisputable evidence; Will not do things properly if thinks no one is watching; Uses work material for personal use; Hides conflicts of interests.			Always presents original work; Presents accurate information most of the time; Does not invent information when he/she does not know the facts; Does not miss classes/posting without MC or approved leave; Admits mistakes; Accepts and acknowledges mistakes when it is pointed out to them; Will usually do things properly when thinks no one is watching; Declares conflicts of interest; Does not use work materials for personal use;			Always presents original work; Always presents accurate information; Does not invent information when he/she does not know the information Does not miss classes/posting without MC or approved leave Always acknowledges when they do not know the information Always proactively declares conflicts of interest Always readily admits mistakes Always readily accepts and acknowledges mistakes when it is pointed out to them Always does things properly when thinks no one is watching Never uses work materials for personal use		
2) Responsibility & participation	a. Good attendance; Is punctual;	Attendance is <80%; Frequently late for lectures, tutorials, ward rounds, clinic etc.			Attendance is >80% but not 100%; Seldom late for lectures, tutorials, ward rounds, clinic etc.			Attendance is 100% (excluding MC and approved leave); Never late for lectures, tutorials, ward rounds, clinic etc.		
	b. Is responsible and accountable; asks for help appropriately; Participates appropriately	Frequently does not practice hand hygiene; Frequently does not do the things that one is expected to do; Frequently does things without care and not in a timely manner; Frequently does not complete agreed duties within deadlines; Frequently does not practices within own competence ; Frequently does not practice within the formal policies, medicolegal and/or ethical framework; Fails to accept the consequence of one's actions; Blames others for things that one did wrong; Will frequently not ask for help even when they do not know.			Practices hand hygiene; Does the things that one is expected to do and with care and in a timely manner; Will usually complete agreed duties within deadlines; Practices within own competence; Practices within the formal policies, medicolegal and ethical framework; Accepts the consequences of one's actions; Will frequently ask for help when unsure Participates appropriately; Is a team player; Gives attention to teachers.			Always practices hand hygiene; Always does the things that one is expected to do and with great care and in a timely manner; Always complete agreed duties within deadlines; Always practices within own competence; Always practices within formal policies, medicolegal and ethical framework; Exemplifies expectations of formal policies; Sets standards for peers in safe and acceptable behaviour; Always accepts the consequences of one's actions; Always asks for help when unsure; Always participates appropriately; Always a great team player; Always gives attention to teachers.		
3) Respect & sensitivity	a. Is appropriately dressed and groomed	Frequently fails to follow appropriate infection control practices in terms of attire/protective equipment; Clothing or grooming are unkempt and/or inappropriate for hospital settings.			Follow appropriate infection control practices in terms of attire/protective equipment; Clothing and grooming are tidy and appropriate for hospital settings.			Always follows appropriate infection control practices in terms of attire/protective equipment; Clothing and grooming are exemplary.		

Professionalism Rubric		Below expectation			Meet expectation			Above Expectation		
Domain	Sub-domain	1	2	3	4	5	6	7	8	9
	b. Demonstrates sensitivity to patient; Respects the rights, choices, beliefs and confidentiality of patients	Fails to build rapport before requesting personal information; Makes insensitive, impolite or culturally inappropriate comments about patients, their families and/or visitors; Does not ensure patient confidentiality, privacy or modesty during and after all clinical assessment(s); Behaves unfairly towards patients; Prioritises personal self-interest over patient 's rights, needs and/or wellbeing.			Satisfactorily builds rapport before requesting personal information; Is sensitive, polite and appropriately responsive ; Always ensures patient confidentiality and privacy is maintained and modesty protected during and after all clinical assessment(s) (including: no photos/videos, social media discussion of patients); Behaves fairly towards patients, their families and/or visitors; Attends to patient needs and wellbeing; Respects patient's need for rest, relaxation, and essential functions; Accepts limits to student examinations in interest of patient welfare; Only one student examines a patient at any one time.			Has exceptional skills at building rapport before requesting personal information; Is sensitive, polite and appropriately responsive; Identifies insensitive, impolite and or inappropriate comments or behaviours in others and acts in addressing the issues; Always ensures patient confidentiality and privacy is maintained and modesty protected during and after all clinical assessment(s) (including: no photos/videos, social media discussion of patients); Always behaves fairly towards patients, their families and/or visitors; Always acts in best interests of patient needs and wellbeing.		
	c. Demonstrates sensitivity to others and other members of a group (e.g. peers, study participants, study group, project group, tutorial group, clinical group, admin team, research team, Health Care Team etc); Respects their contributions	Makes insensitive, impolite or culturally inappropriate comments about others and/or anyone in the group/ team; Behaves unfairly towards others and/or anyone in the group or team; Does not respect the contributions of others; Takes credit for work done by someone else.			Is sensitive, polite and appropriately responsive to others and everyone in the group/team Behaves fairly towards others and everyone in the group/team; Actively seeks and values input from relevant members of the group/team; Does not accept praise for work done by someone else.			Is always sensitive, polite and appropriately responsive to others and everyone in the group/team; Always behaves equitably towards peers and/or team; Always actively seeks and values input from relevant members of the group/team; Never accepts praise for work done by someone else; will give that someone else due credit.		
4) Compassion & empathy	a. Demonstrates compassion and empathy	Fails to demonstrate a caring attitude toward patients; Fails to meet and understand patients' and families' physical and emotional needs when appropriate; Fails to understand peers' and team's needs and respond appropriately.			Demonstrates a caring attitude toward patients; Strives to meet and understand patients' and families' physical and emotional needs when appropriate; Strives to understand peers' and team's needs and respond appropriately.			Demonstrates an exemplary caring attitude toward patients; Always meets and understands patients' and families' physical and emotional needs when appropriate; Always understands peers' and team's needs and responds appropriately.		