Pilot workshop to facilitate personal development for the medical profession

9th Asian Medical Education Association Symposium cum Frontiers in Medical and Health Sciences Education
"Preparing Healthcare Learners for a Changing World", Hong Kong, 14-16 December 2017

dr. Theresia Citraningtyas, MWH, PhD, SpKJ (Citra)
Faculty of Medicine, Krida Wacana Christian University
Contact: theresia.citraningtyas@ukrida.ac.id

What? Pilot workshops to facilitate personal development for medical professionals

Who?
Participants: Medical students General practitioners Interns Junior doctors Doctor in manager role
Facilitator: licensed PRH Educator (lecturer at Krida Wacana Christian University, psychiatrist)

Where?
Jakarta, Indonesia

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 psychopedagogy, internationally licensed and developed over 40 years in 40 countries by PRH (Personality & Relations Humanities - Personality & Human Relations)

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

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 education 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."3

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. 4

“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 empathy”; 5 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. 6,7

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 exploration9
• Role-modeling/mentoring9
• Experiential life-giving activities for growth9

"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")” 10

Begin with a simple question: "Who Am I?"

Good character
Empathy & inter-personal skills
Clinical knowledge and skills
Clinical reasoning & problem-solving

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 colleagues, 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. Britanny, emergency room physician

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)

References & Acknowledgements
www.prh-international.org