



*February 7th-9th 2019*



# Health Humanities

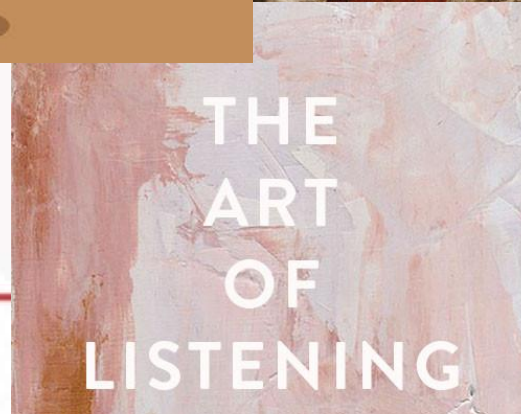
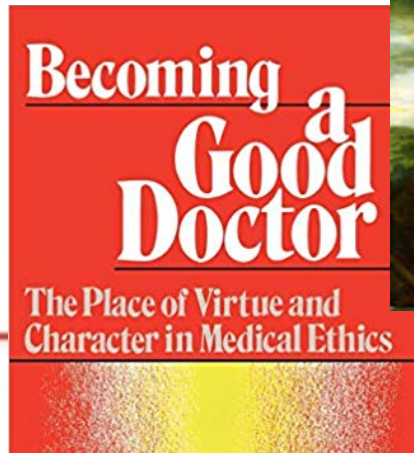
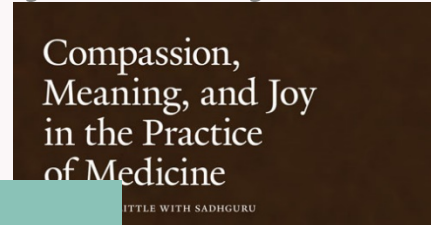
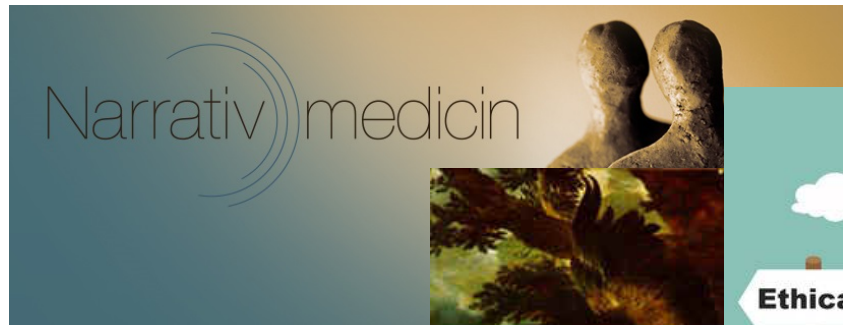
## What are medical schools looking for in applicants?

Cheryl Erwin, JD, PhD  
Center for Ethics, Humanities & Spirituality  
Texas Tech University HSC  
February 7, 2019



# Health humanities: What are the health humanities?

Health humanities is a term used to represent the humanities applied broadly to any of the health professions.



# Hippocrates

“Wherever the art of medicine is loved, there is also a love of humanity”



# Why Now?



# Alisdair MacIntyre

- Moral and theological truth ceased to be recognized as objects of substantive enquiry and instead were deemed privatized belief. That ... is a mark, not of their irrelevance, but rather of the importance of the task now imposed upon philosophy, of devising new ways to allow those voices to be heard. (Gifford Lecture 1987: Rivals Versions of Moral Inquiry)

# David J. Deming

The labor market increasingly rewards *social skills*. Since 1980, jobs with high social skill requirements have experienced greater relative growth throughout the wage distribution. Moreover, employment and wage growth has been strongest in jobs that require high levels of *both* cognitive skill and social skill.

(Quarterly Journal of Economics 132(4):1593-1640 · Nov 2017)





# What are “social skills?”

- From the CASPer website

- 1.) Communication
- 2.) Collaboration
- 3.) Equity
- 4.) Professionalism
- 5.) Problem Solving
- 6.) Empathy
- 7.) Motivation
- 8.) Ethics

- My definition

Pro-social attitudes, behaviors and skills that manifest as the personal qualities of compassion (attitude) and emotional intelligence (skills) applied to help others toward a valuable outcome (behaviors).





# Medical Ethics & Professionalism

- Identifies ethical issues theories in clinical decision making
- Dedication to the highest ethical standards
- Professional integrity, compassion, truthfulness, ethical reasoning, and altruism
- Aware of self and peers, patients, and other health professionals
- Demonstrates accountability and reliability
- Respectful of patient characteristics and needs



# Medical Ethics & Professionalism

## Continued

- Responsibility to patients, society, the profession, and self
- Commitment to excellence in patient care and in development of the personal skills
- Sensitivity to the biopsychosocial, cultural, and spiritual needs of patients
- Insight into his/her own behavior as well as likely triggers for professionalism lapses
- Seeks help when needed and supports others



# Can professionalism be taught?

- There is evidence (Goleman, Dweck) that skills can be taught and new behaviors can be adopted. The development of compassion is an attitude that grows out of personal confidence and a caring heart.
- A compassionate attitude can be developed

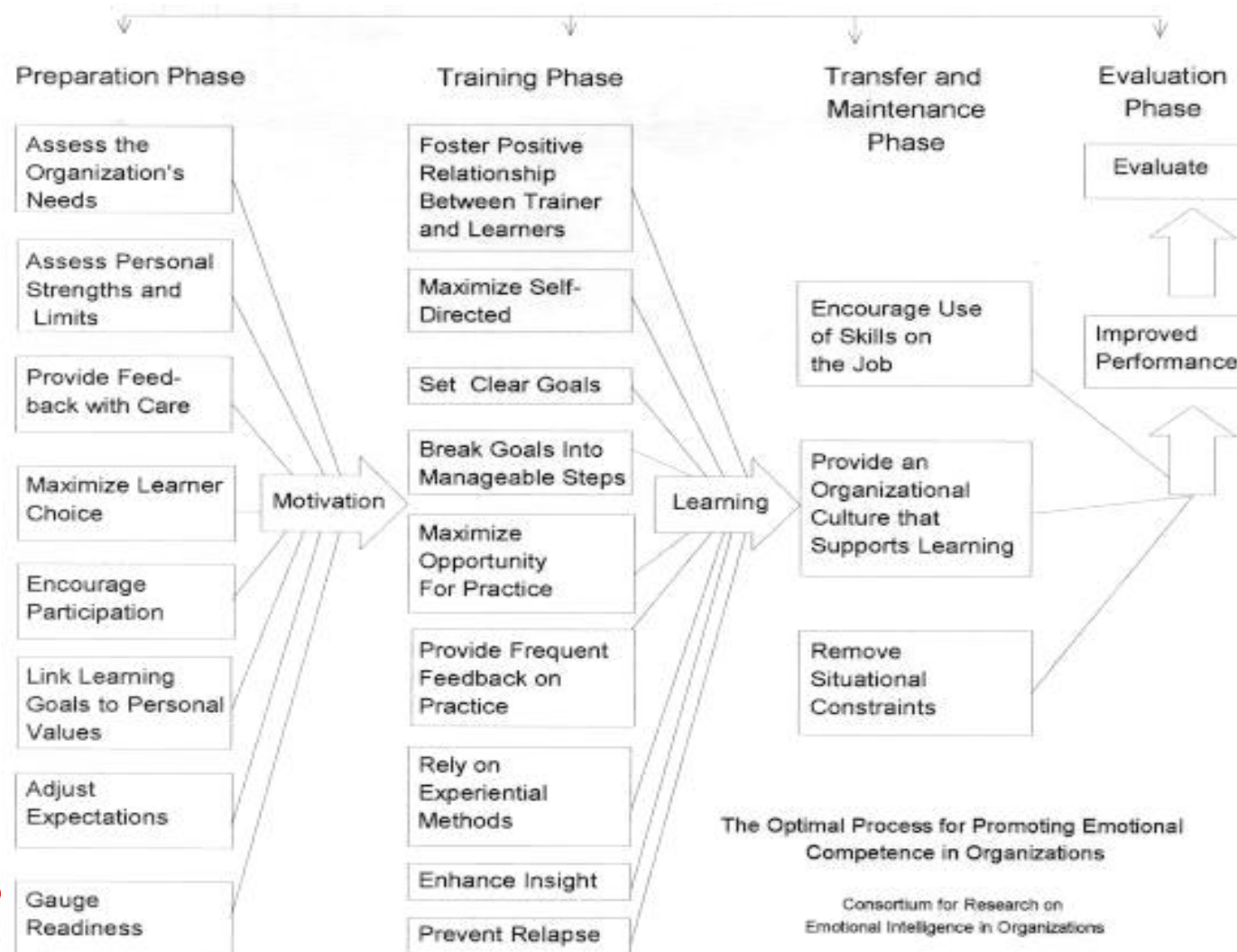


# Emotional intelligence?

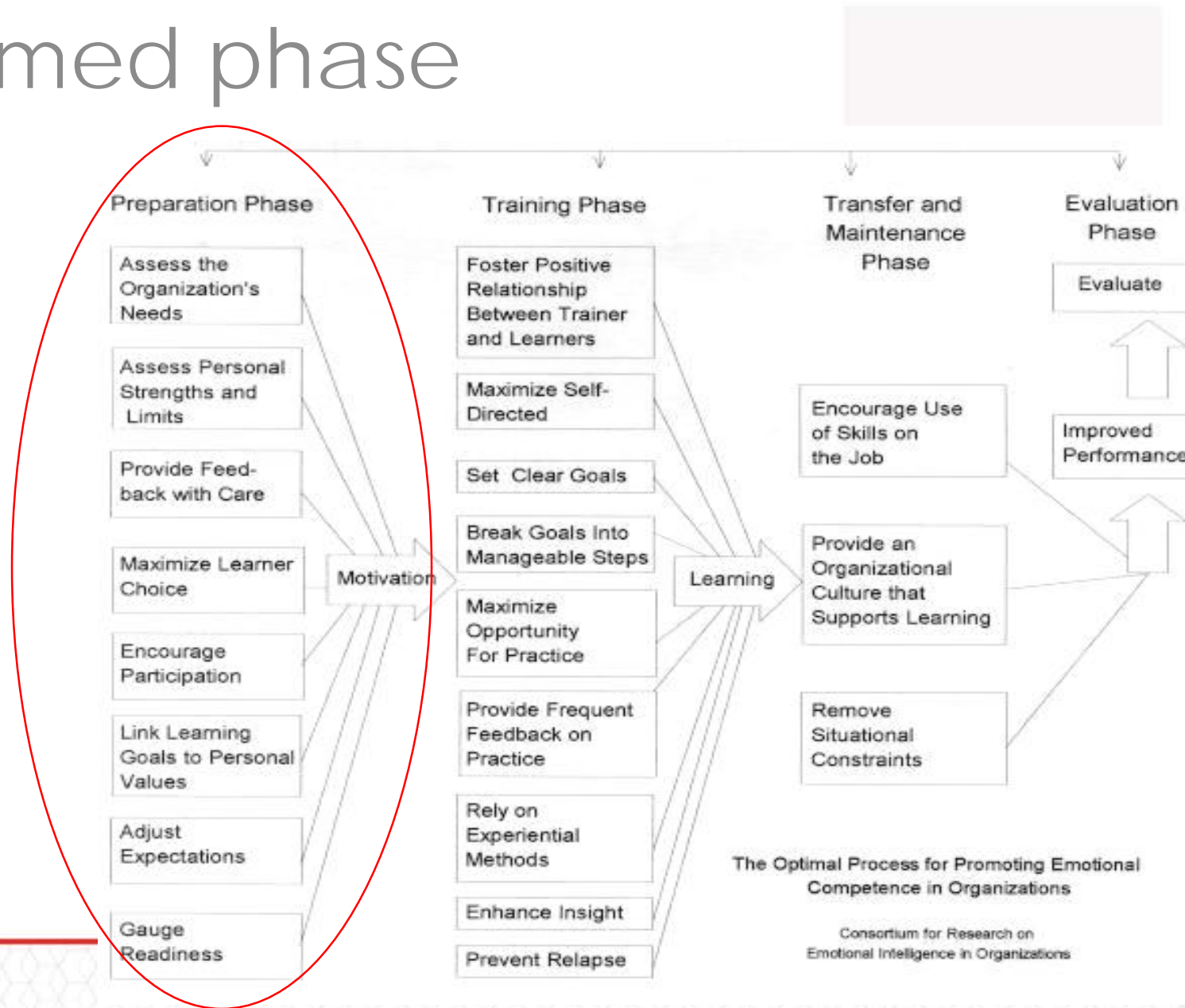
- It is possible for people of all ages to become more socially and emotionally competent.
- Such a process takes motivation, effort, time, support, and sustained practice



# Goleman, Emotional Intelligence in Organizations

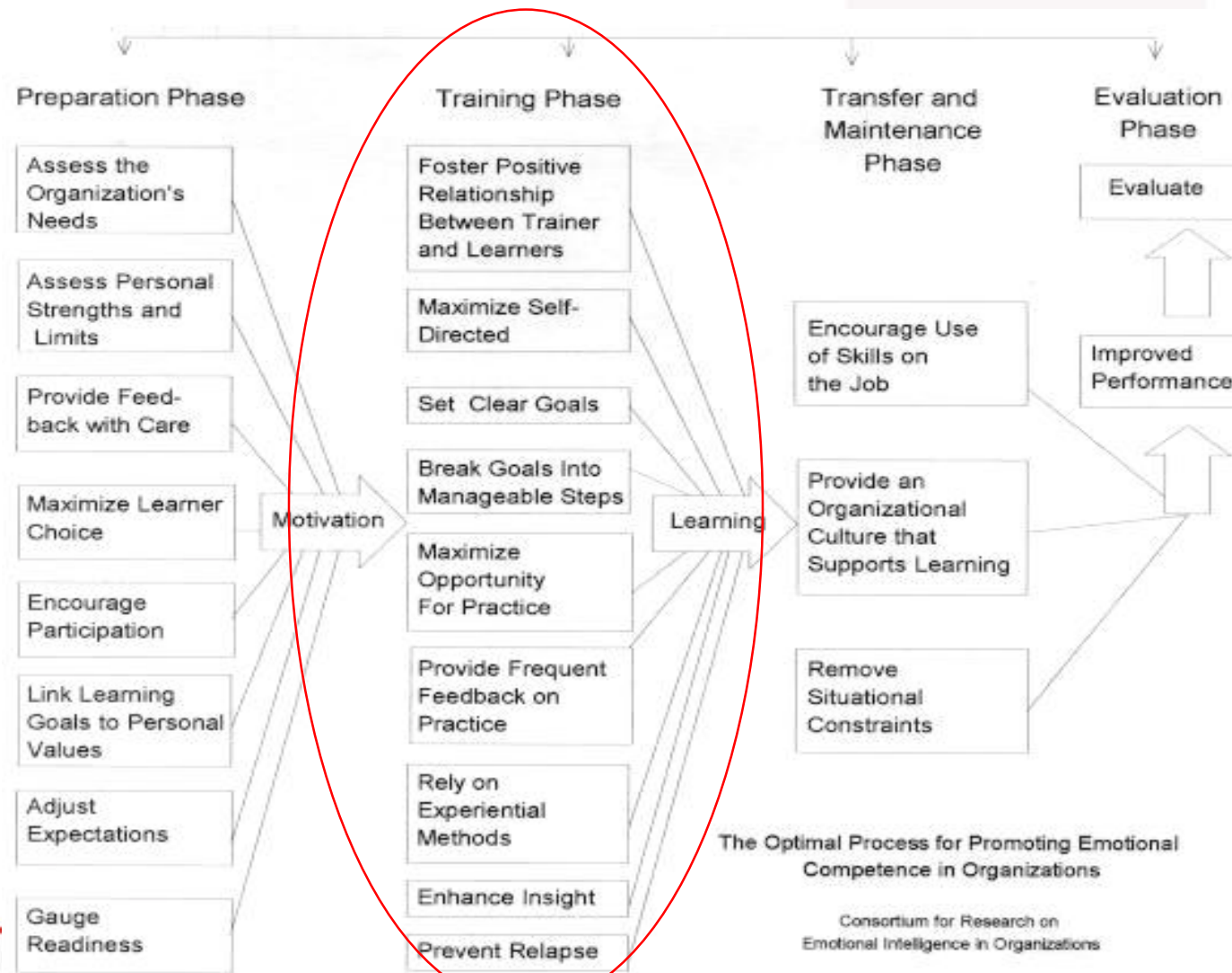


# Pre-med phase





# Medical school





# Residency



# What does Texas Tech look for in applicants?

- Holistic assessment includes personal qualities
  - Grades, yes, but.....
  - How can you handle stress
  - Can you bounce back from failure
  - Can you collaborate with team members?

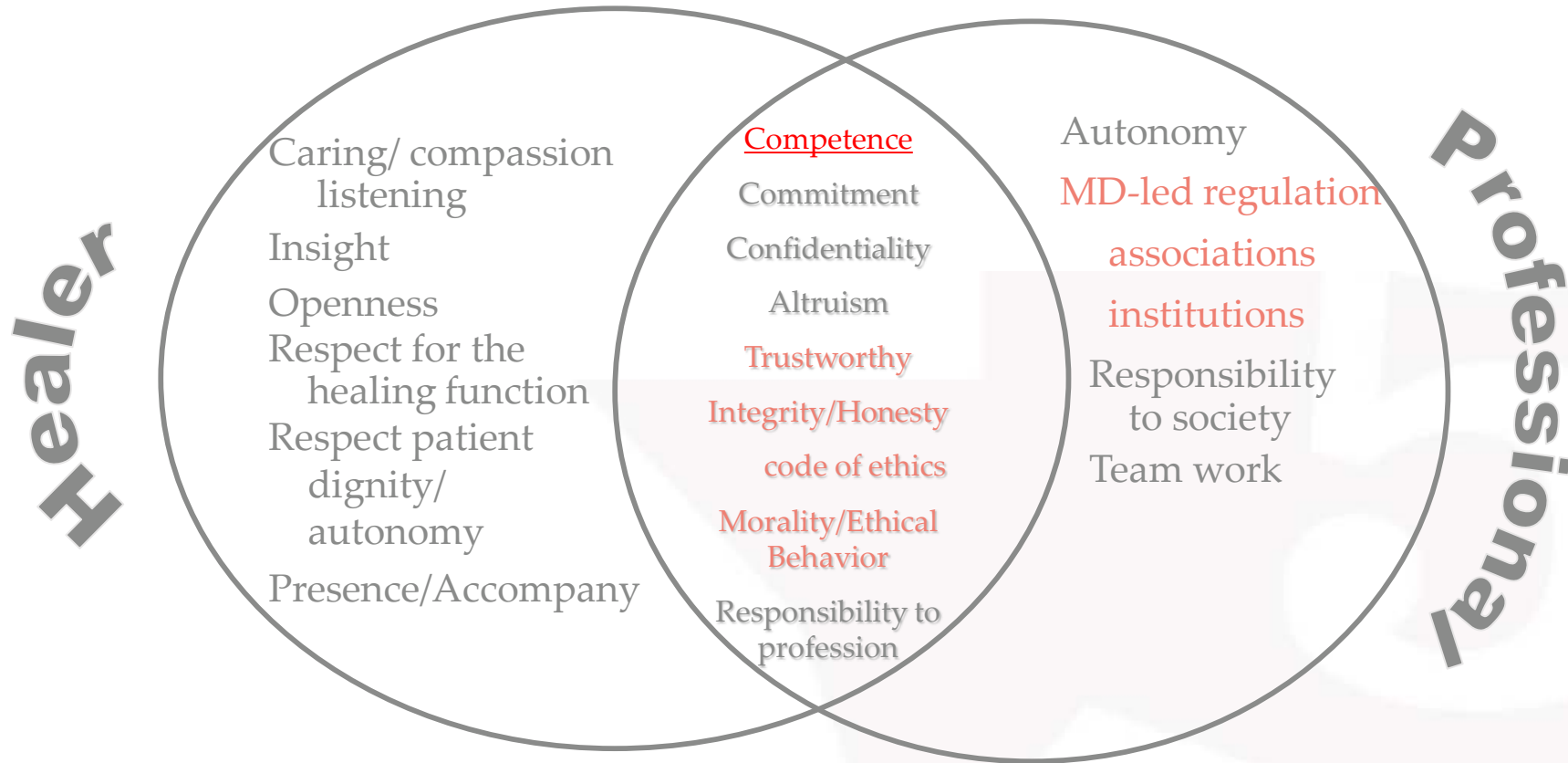


# ATTRIBUTES

## PHYSICIAN

HEALER

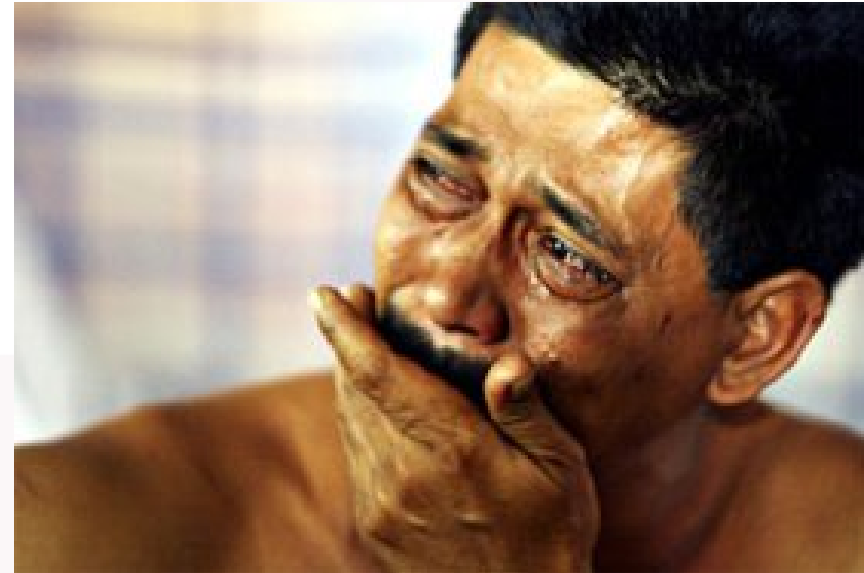
PROFESSIONAL



Based on the  
Literature

# Personal Attributes

- Can you relate to the patient's situation?
- Can you be counted on to do the right thing when no one is looking?
- Do you actually enjoy working with people who are vulnerable and scared?



# How could undergraduate social skills be assessed?

- Involved with the community (any community)
- Leadership roles – caring for others
- Identity and practices – who are you? Work roles, family responsibilities, self-discipline
- Able to link goals to values? Why do they want to be in medicine?
- Realistic expectations – clinical shadowing, experience



# Your concerns about....



- Professionalism
- Emotional intelligence
- Confidence/ Empathy
- Ethical Integrity
- Collaboration and teamwork



# Professionalism

## Self-awareness

- Lack of insight
- May be response to bullying
- Failure to recognize one's effect on others



**"According to this article, it says that cats are not self-aware, but I strongly disagree. What do you think?"**



# Confidence (and over-confidence)



- Lack of empathy
  - Failure to see the value of others' contributions/needs
  - Sense of entitlement
  - May be improved with humanistic study and experiential learning

# Collaboration and Teamwork

- Failure to launch
  - Waiting for direction
    - For everything
  - Time management
  - Planning in advance
  - Take initiative



—  
THAT HORRIFYING MOMENT WHEN  
YOU'RE  
LOOKING FOR AN ADULT.  
BUT YOU REALIZE YOU ARE AN ADULT.  
SO  
YOU  
LOOK AROUND FOR AN OLDER ADULT.  
AN ADULTIER ADULT.  
SOMEONE BETTER  
AT ADULTING THAN YOU.  
—

# Emotional intelligence



# Ethics in context

*"I can only answer the question of 'What am I to do?' if I can answer the prior question 'Of what story or stories do I find myself a part?'"*

A. MacIntyre, After Virtue



# Professionalism

- Match the job to the person
  - Stress management
  - Emotional match?



# Troubles everywhere

- Substance use disorders



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# Group Activity:

- In groups of 6 to 8 come up with the 3 most important qualities you look for in a doctor who will be taking care of your aging parents or other relatives? Share with the larger group. How many of the qualities listed were people skills?







## SUMMARY THOUGHTS



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER.

*School of Medicine*



TEXAS  
ASSOCIATION  
OF ADVISORS  
*for the Health Professions*