

Self-Assessment: Core Values for the Physical Therapist and Physical Therapist Assistant

Using the Self-Assessment

Complete the Self-Assessment

Review each core value indicator and note the frequency with which you display that sample indicator in your daily practice based on the rating scale provided (1-5). It is not expected that you will be rated as 5 (always) or 1 (never) on every item. Be candid in your response. This is a self assessment process with an opportunity for personal learning, insight, identification of areas of strength and growth, and assessment of your development in the professionalism maturation process.

Analyze the Completed Self-Assessment

Once you have completed the self-assessment, you may want to reflect as an individual or group on the following questions:

- On what sample indicators did you or the group consistently score on the scale at the 4 or 5 levels?
- Why did you or the group record a rating higher in frequency for demonstrating these sample behaviors?
- On what sample indicators did you or the group score at level 3 or below?
- Why did you or the group rate record a rating lower in frequency for demonstrating these sample behaviors?

Follow-up suggestions

- Identify, develop, and implement approaches to strengthening the integration of the core values within your practice environment.
- Establish personal goals for increasing the frequency with which you demonstrate specific sample behaviors with specific core value(s).
- Conduct periodic reassessment of your core value behaviors to determine the degree to which your performance has changed in your professionalism maturation.

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For each core value, a definition is provided and a set of sample indicators that describe what one would see if the physical therapist or physical therapist assistant were demonstrating that core value in daily practice. For each sample indicator listed, choose the rating that best represents the frequency with which you demonstrate the behavior where 1 = Never, 2 = Rarely, 3 = Occasionally, 4 = Frequently, 5 = Always.

Core Values	Definition	Sample Indicators	Self-Assessment
Accountability	Accountability is active acceptance of the responsibility for the diverse roles, obligations, and actions of the physical therapist and physical therapist assistant including regulation self- and other behaviors that positively influence patient and client outcomes, the profession, and the health needs of society.	1. Responding to patient's and client's goals and needs.	4
		2. Seeking and responding to feedback from multiple sources.	4
		3. Acknowledging and accepting consequences of his/her actions.	4
		4. Assuming responsibility for learning and change.	5
		5. Adhering to code of ethics (PT), standards of ethical conduct (PTA), standards of practice, and policies and procedures that govern the conduct of professional activities.	4
		6. Communicating accurately to others (payers, patients and clients, other health care providers) about professional actions.	3
		7. Participating in the achievement of health goals of patients and clients and society.	4
		8. Seeking continuous improvement in quality of care.	4
		9. Maintaining membership in APTA and other organizations.	2
		10. Educating students in a manner that facilitates the pursuit of learning.	2
Altruism	Altruism is the primary regard for or devotion to the interest of patients and clients, thus assuming the responsibility of placing the	1. Acting in the best interests of patients and clients over the interests of the physical therapist and physical therapist assistant.	5
		2. Providing pro bono services.	2

	needs of patients		
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	and clients ahead of the physical therapist's or physical therapist assistant's self-interest.	3. Providing physical therapist services to underserved and underrepresented populations.	1
		4. Providing patient and client services that go beyond expected standards of practice.	4
Collaboration	Collaboration is working together with patients and clients, families, communities, and professionals in health and other fields to achieve shared goals. Collaboration within the physical therapist- physical therapist assistant team is working together, within each partner's respective role, to achieve optimal physical therapist services and outcomes for patients and clients.	1. Understanding and clearly communicating the roles, responsibilities, and appropriate utilization of the PT, PTA, and other members of the health care team.	4
		2. Promoting a positive working relationship within the PT-PTA team by demonstrating respect for the roles and contributions of both the PT and PTA achieving optimal patient and client care, including the PT's responsibility for the PTA's performance in patient-client care and services.	4
		3. Seeking opportunities to constructively enhance the function of the physical therapy team to improve outcomes in patient-client care and services.	4
		4. Seeking opportunities to collaborate with patients-clients, carers, and other members of the interprofessional care team to improve outcomes in patient client care and services.	4
		5. Practicing active listening to encourage the ideas and opinions of others.	4
		6. Using responsive communication to promote enhanced teamwork.	4
		7. Monitoring of one's own awareness and use of power in collaborative relationships.	4
Compassion and Caring	Compassion is the desire to identify with or sense something of another's experience, a precursor of caring. Caring is the concern, empathy, and consideration for the	1. Understanding the political, sociocultural, economic, and psychological influences on the individual's life in their environment.	4
		2. Understanding an individual's perspective.	4
		3. Being an advocate for patient's and client's needs.	5

	needs and values of others.	4. Effectively verbally and nonverbally communicating with others, taking into consideration individual differences in learning styles, language, and cognitive abilities, etc.	5
		5. Choosing tests and measures and designing patient and client interventions that are congruent with patient and client needs.	4

		6. Empowering patients and clients to achieve the highest level of function possible and to exercise self-determination in their care.	4
		7. Focusing on achieving the greatest well-being and the highest potential for a patient and client.	4
		8. Recognizing and refraining from acting on one's biases, such as social, cultural, gender, and sexual biases.	3
		9. Embracing the patient's and client's emotional and psychosocial aspects of care.	4
		10. Attending to the patient's and client's personal needs and comforts.	4
		11. Demonstrating respect for others and considers others as unique and valuable.	4
Duty	Duty is the commitment to meeting one's obligations to provide effective physical therapist services to patients and clients, to serve the profession, and to positively influence the health of society.	1. Demonstrating beneficence by providing "optimal care".	4
		2. Facilitating each individual's achievement of goals for function, health, and wellness.	3
		3. Preserving the safety, security, and confidentiality of individuals in all professional contexts.	3
		4. Involved in professional activities beyond the practice setting.	3
		5. Promoting the profession of physical therapy.	3
		6. Mentoring others to realize their potential.	3

		7. Taking pride in one's profession.	5
		8. Complying with applicable local, state, and federal laws and regulations.	5
		1. Demonstrating investment in the profession of physical therapy.	5

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Excellence	Excellence in the provision of physical therapist services occurs when the physical therapist and physical therapist assistant consistently uses current knowledge and skills while understanding personal limits, integrate the patient or client perspective, embrace advancement, and challenge mediocrity.	2. Internalizing the importance of using multiple sources of evidence to support professional practice and decisions.	4
		3. Participating in integrative and collaborative practice to promote high quality health and educational outcomes.	4
		4. Conveying intellectual humility in professional and personal situations. Being open to others' viewpoints.	4
		5. Demonstrating a tolerance for ambiguity.	4
		6. Demonstrating high levels of knowledge and skill in all aspects of the profession.	4
		7. Using evidence consistently to support professional decisions.	4
		8. Pursuing new evidence to expand knowledge throughout one's career.	4
		9. Disseminating one's knowledge with others.	3
		10. Contributing to the development and shaping of excellence in all professional roles.	4
		Inclusion	Inclusion occurs when the physical therapist and physical therapist assistant create a welcoming and
2. Fostering a culture of welcoming and belonging.	4		

equitable environment for all. Physical therapists and physical therapist assistants are inclusive when they commit to providing a safe space, elevating diverse and minority voices, acknowledging personal biases that may impact	3. Approaching situations with curiosity and empathy.	4
	4. Working to educate yourself about unfamiliar subjects before asking someone to educate you.	5
	5. Using inclusive language, appropriate terminology, and appropriate methods and forms of communication (verbal, nonverbal, written, and visual).	4
	6. Seeking and being open to different points of view.	5

patient care, and taking a position of anti-discrimination.	7. Challenging discriminatory behaviors or comments in a constructive manner.	4
	8. Showing alliance and support for others in big or small ways.	5
	9. Advocating for environments with inclusive spaces, such as accessible bathrooms and dedicated rooms, for prayer, nursing, etc.	2
	10. Advocating for more inclusivity in health care delivery, systems, and research.	2
Integrity	Integrity is steadfast adherence to high ethical principles or standards, being truthful, ensuring fairness, following through on commitments, and verbalizing to others the rationale for actions.	
	1. Abiding by the rules, regulations, laws, payment requirements applicable to the profession.	5
	2. Adhering to the highest standards of the profession (practice, ethics, Institutional Review Board, honor code, etc.).	4
	3. Articulating and internalizing stated ideals and professional values.	4
	4. Using power (including avoidance of use of unearned privilege) judiciously.	4
5. Resolving dilemmas with respect to a consistent set of core values.	4	

		6. Being trustworthy.	5
		7. Taking responsibility to be an integral part in the continuing management of patients and clients.	4
		8. Confronting harassment and bias among ourselves and others.	4
		9. Recognizing the limits of one's expertise and making referrals appropriately. Knowing one's limitations and acting accordingly.	4
		10. Choosing employment situations that are congruent with practice values and professional ethical standards.	4

		11. Acting on the basis of professional values even when the results of the behavior may place oneself at risk.	4
Social Responsibility	Social responsibility is the promotion of a mutual trust between the profession and the larger public that necessitates responding to societal needs for health and wellness.	1. Advocating for the health and wellness needs of society including access to health care and physical therapy services.	2
		2. Promoting cultural competence within the profession and the larger public.	2
		3. Promoting social policy that effect function, health, and wellness needs of patients and clients.	2
		4. Ensuring that existing social policy is in the best interest of the patient and client.	2
		5. Advocating for changes in laws, regulations, standards, and guidelines that affect physical therapist service provision.	2
		6. Promoting community volunteerism.	2
		7. Participating in political activism.	2

		8. Participate in achievement of societal health goals.	2
		9. Understanding of current community-wide, nationwide, and worldwide issues and how they impact society's health and well-being and the delivery of physical therapy.	3
		10. Providing leadership in the community.	4
		11. Participating in collaborative relationships with other health practitioners and the public at large.	4
		12. Ensuring the blending of social justice and economic efficiency of services.	3