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**PROFESSIONALISM IN PHYSICAL THERAPY: CORE VALUES BOD P05-04-02-03 [Amended BOD 08-03-04-10]**

Core Values	Definition	Sample Indicators
Accountability	Accountability is active acceptance of the responsibility for the diverse roles, obligations, and actions of the physical therapist including self-regulation and other behaviors that positively influence patient/client outcomes, the profession and the health needs of society.	<ol style="list-style-type: none"> <li>1. Responding to patient's/client's goals and needs.</li> <li>2. Seeking and responding to feedback from multiple sources.</li> <li>3. Acknowledging and accepting consequences of his/her actions.</li> <li>4. Assuming responsibility for learning and change.</li> <li>5. Adhering to code of ethics, standards of practice, and policies/procedures that govern the conduct of professional activities.</li> <li>6. Communicating accurately to others (payers, patients/clients, other health care providers) about professional actions.</li> <li>7. Participating in the achievement of health goals of patients/clients and society.</li> <li>8. Seeking continuous improvement in quality of care.</li> <li>9. Maintaining membership in APTA and other organizations.</li> <li>10. Educating students in a manner that facilitates the pursuit of learning.</li> </ol>
Altruism	Altruism is the primary regard for or devotion to the interest of patients/clients, thus assuming the fiduciary responsibility of placing the needs of the patient/client ahead of the physical therapist's self interest.	<ol style="list-style-type: none"> <li>1. Placing patient's/client's needs above the physical therapists.</li> <li>2. Providing pro-bono services.</li> <li>3. Providing physical therapy services to underserved and underrepresented populations.</li> <li>4. Providing patient/client services that go beyond expected standards of practice.</li> <li>5. Completing patient/client care and professional responsibility prior to personal needs.</li> </ol>

<b>Core Values</b>	<b>Definition</b>	<b>Sample Indicators</b>
Compassion/ Caring	<p>Compassion is the desire to identify with or sense something of another's experience; a precursor of caring.</p> <p>Caring is the concern, empathy, and consideration for the needs and values of others.</p>	<ol style="list-style-type: none"> <li>1. Understanding the socio-cultural, economic, and psychological influences on the individual's life in their environment.</li> <li>2. Understanding an individual's perspective.</li> <li>3. Being an advocate for patient's/client's needs.</li> <li>4. Communicating effectively, both verbally and non-verbally, with others taking into consideration individual differences in learning styles, language, and cognitive abilities, etc.</li> <li>5. Designing patient/client programs/ interventions that are congruent with patient/client needs.</li> <li>6. Empowering patients/clients to achieve the highest level of function possible and to exercise self-determination in their care.</li> <li>7. Focusing on achieving the greatest well-being and the highest potential for a patient/client.</li> <li>8. Recognizing and refraining from acting on one's social, cultural, gender, and sexual biases.</li> <li>9. Embracing the patient's/client's emotional and psychological aspects of care.</li> <li>10. Attending to the patient's/client's personal needs and comforts.</li> <li>11. Demonstrating respect for others and considers others as unique and of value.</li> </ol>
Excellence	<p>Excellence is physical therapy practice that consistently uses current knowledge and theory while understanding personal limits, integrates judgment and the patient/client perspective, embraces advancement, challenges mediocrity, and works toward development of new knowledge.</p>	<ol style="list-style-type: none"> <li>1. Demonstrating investment in the profession of physical therapy.</li> <li>2. Internalizing the importance of using multiple sources of evidence to support professional practice and decisions.</li> <li>3. Participating in integrative and collaborative practice to promote high quality health and educational outcomes.</li> <li>4. Conveying intellectual humility in professional and interpersonal situations.</li> <li>5. Demonstrating high levels of knowledge and skill in all aspects of the profession.</li> <li>6. Using evidence consistently to support professional decisions.</li> <li>7. Demonstrating a tolerance for ambiguity.</li> </ol>

Core Values	Definition	Sample Indicators
		<ol style="list-style-type: none"> <li>8. Pursuing new evidence to expand knowledge.</li> <li>9. Engaging in acquisition of new knowledge throughout one's professional career.</li> <li>10. Sharing one's knowledge with others.</li> <li>11. Contributing to the development and shaping of excellence in all professional roles.</li> </ol>
Integrity	<p>Integrity is steadfast adherence to high ethical principles or professional standards; truthfulness, fairness, doing what you say you will do, and "speaking forth" about why you do what you do.</p>	<ol style="list-style-type: none"> <li>1. Abiding by the rules, regulations, and laws applicable to the profession.</li> <li>2. Adhering to the highest standards of the profession (practice, ethics, reimbursement, Institutional Review Board [IRB], honor code, etc).</li> <li>3. Articulating and internalizing stated ideals and professional values.</li> <li>4. Using power (including avoidance of use of unearned privilege) judiciously.</li> <li>5. Resolving dilemmas with respect to a consistent set of core values.</li> <li>6. Being trustworthy.</li> <li>7. Taking responsibility to be an integral part in the continuing management of patients/clients.</li> <li>8. Knowing one's limitations and acting accordingly.</li> <li>9. Confronting harassment and bias among ourselves and others.</li> <li>10. Recognizing the limits of one's expertise and making referrals appropriately.</li> <li>11. Choosing employment situations that are congruent with practice values and professional ethical standards.</li> <li>12. Acting on the basis of professional values even when the results of the behavior may place oneself at risk.</li> </ol>
Professional Duty	<p>Professional duty is the commitment to meeting one's obligations to provide effective physical therapy services to patients/clients, to serve the profession, and to positively influence the health of society.</p>	<ol style="list-style-type: none"> <li>1. Demonstrating beneficence by providing "optimal care".</li> <li>2. Facilitating each individual's achievement of goals for function, health, and wellness.</li> <li>3. Preserving the safety, security and confidentiality of individuals in all professional contexts.</li> </ol>

Core Values	Definition	Sample Indicators
		<ol style="list-style-type: none"> <li>4. Involved in professional activities beyond the practice setting.</li> <li>5. Promoting the profession of physical therapy.</li> <li>6. Mentoring others to realize their potential.</li> <li>7. Taking pride in one's profession.</li> </ol>
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.	<ol style="list-style-type: none"> <li>1. Advocating for the health and wellness needs of society including access to health care and physical therapy services.</li> <li>2. Promoting cultural competence within the profession and the larger public.</li> <li>3. Promoting social policy that effect function, health, and wellness needs of patients/clients.</li> <li>4. Ensuring that existing social policy is in the best interest of the patient/client.</li> <li>5. Advocating for changes in laws, regulations, standards, and guidelines that affect physical therapist service provision.</li> <li>6. Promoting community volunteerism.</li> <li>7. Participating in political activism.</li> <li>8. Participating in achievement of societal health goals.</li> <li>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.</li> <li>10. Providing leadership in the community.</li> <li>11. Participating in collaborative relationships with other health practitioners and the public at large.</li> <li>12. Ensuring the blending of social justice and economic efficiency of services.</li> <li>13.</li> </ol>

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Relationship to Vision 2020: Professionalism (Academic/Clinical Education Affairs Department, ext 3203)

**Explanation of Reference Numbers:**

BOD P00-00-00-00 stands for Board of Directors/month/year/page/vote in the Board of Directors Minutes; the "P" indicates that it is a position (see below). For example, BOD P11-97-06-18 means that this position can be found in the November 1997 Board of Directors minutes on Page 6 and that it was Vote 18.

P: Position | S: Standard | G: Guideline | Y: Policy | R: Procedure