

The University of Texas Medical Branch
Essential Functions for Graduate Medical Education Programs
Contact Information: Office of Graduate Medical Education, (409) 772-5284

Program Name	Essential Functions	Examples	Program Specific
	Observation/Sensory Modalities:	Examples include, but are not limited to the ability to:	
Dermatology Family Medicine Internal Medicine IM/Preventive/Aerospace IM/Preventive/Occupational IM/Preventive/General IM – ALL Subspecialties Neurology OB/Gyn Ophthalmology Orthopedic Surgery Pathology Psychiatry Psychiatry/Child Radiology Surgery/Cardio Surgery/General Surgery Neuro Surgery Plastic Surgery/Urology	<p>Candidates must be able to master a defined level of information. This information will be presented in a variety of formats including but not limited to demonstrations in the basic sciences, computer demonstrations, observations of microbiology cultures, and gross studies of human tissues in normal and pathologic states. Candidates must also be able to accurately observe close at hand and at a distance, for the purpose of learning skills and gathering data. Candidates must possess functional use of the senses that permit such observations.</p>	<p>Observe an instructor's movements, a patient's gait or verbal responses, a chemical reaction, a microscopic image; feel vibrations, detect temperature, distinguish color and intensity, such as red skin lesion or skin paleness, hear faint body sounds such as heart and lung sounds, smell odors such as alcohol breath.</p>	
Anesthesiology	<p>Candidates must be able to master a defined level of information. This information will be presented in a variety of formats including but not limited to demonstrations in the basic sciences, computer demonstrations, observations of microbiology cultures, and gross studies of human tissues in normal and pathologic states. Candidates must also be able to accurately observe close at hand and at a distance, for the purpose of learning skills and gathering data. Candidates must possess functional use of the senses that permit such observations.</p>	<p>Observe an instructor's movements, a patient's gait or verbal responses, a chemical reaction, a microscopic image; feel vibrations, detect temperature, distinguish color and intensity, such as red skin lesion or skin paleness, hear faint body sounds such as heart and lung sounds, smell odors such as alcohol breath.</p>	<p>Additional examples include, but are not limited to the ability to see data presented on CRT screens, (EKG, BP, Pulse, Oximetry, capnography, ventilatory pressures, ultrasound images, fluoroscopy images, etc.) including static data and moving waveforms or images from a distance or at least four feet; ability to hear monitor alarms; ability to maintain high level of alertness and vigilance over long periods of time and during varying task loads (e.g. during the course of an anesthetic).</p>

Otolaryngology	Candidates must be able to master a defined level of information. This information will be presented in a variety of formats including but not limited to demonstrations in the basic sciences, computer demonstrations, observations of microbiology cultures, and gross studies of human tissues in normal and pathologic states. Candidates must also be able to accurately observe close at hand and at a distance, for the purpose of learning skills and gathering data. Candidates must possess functional use of the senses that permit such observations.	Observe an instructor's movements, a patient's gait or verbal responses, a chemical reaction, a microscopic image; feel vibrations, detect temperature, distinguish color and intensity, such as red skin lesion or skin paleness, hear faint body sounds such as heart and lung sounds, smell odors such as alcohol breath.	Full color vision and binocular vision are necessary for the successful performance of otolaryngologic surgery.
Pediatrics	Candidates must be able to master a defined level of information. This information will be presented in a variety of formats including but not limited to demonstrations in the basic sciences, computer demonstrations, observations of microbiology cultures, and gross studies of human tissues in normal and pathologic states. Candidates must also be able to accurately observe close at hand and at a distance, for the purpose of learning skills and gathering data. Candidates must possess functional use of the senses that permit such observations.	Observe an instructor's movements, a patient's gait or verbal responses, a chemical reaction, a microscopic image; feel vibrations, detect temperature, distinguish color and intensity, such as red skin lesion or skin paleness, hear faint body sounds such as heart and lung sounds, smell odors such as alcohol breath.	An ability to smell is not required.
Radiation Oncology	Candidates must be able to master a defined level of information. This information will be presented in a variety of formats including but not limited to demonstrations in the basic sciences, computer demonstrations, observations of microbiology cultures, and gross studies of human tissues in normal and pathologic states. Candidates must also be able to accurately observe close at hand and at a distance, for the purpose of learning skills and gathering data. Candidates must possess functional use of the senses that permit such observations.	Observe an instructor's movements, a patient's gait or verbal responses, a chemical reaction, a microscopic image; feel vibrations, detect temperature, distinguish color and intensity, such as red skin lesion or skin paleness, hear faint body sounds such as heart and lung sounds, smell odors such as alcohol breath.	Candidates must be able to understand written and verbal instruction, observe and direct simulation, listen to and comprehend patient histories and complaints, maintain faculties to perform a complete and accurate physical exam, assess treatment response, view and interpret radiology, pathology and other diagnostic studies, listen to and comprehend oral data, and view and comprehend written data.
	Communication:	Examples would include but not be limited to the ability to	

<p>Dermatology Family Medicine Internal Medicine IM/Preventive/Aerospace IM/Preventive/Occupational IM/Preventive/General Neurology OB/Gyn Ophthalmology Orthopedic Surgery Pathology Psychiatry Psychiatry/Child Radiology Surgery/Cardio Surgery/General Surgery Neuro Surgery Plastic Surgery/Urology</p>	<p>Candidates must be able to communicate effectively and efficiently, both verbally and in writing, with patients and members of the health care team. This would include stressful or demanding situations. The candidate must be able to respond to questions, formulate problems and to ask pertinent questions in a one-on-one, small group or large group format. Candidates must be able to read and comprehend written material in English.</p>	<p>Educate patients, convey important updates on a patient's status, both through written means (e.g., progress notes) and verbally (e.g., presentation to a consultant), and read information about a patient, such as a consultant's note or a radiology report.</p>	
<p>Anesthesiology</p>	<p>Candidates must be able to communicate effectively and efficiently, both verbally and in writing, with patients and members of the health care team. This would include stressful or demanding situations. The candidate must be able to respond to questions, formulate problems and to ask pertinent questions in a one-on-one, small group or large group format. Candidates must be able to read and comprehend written material in English.</p>	<p>Educate patients, convey important updates on a patient's status, both through written means (e.g., progress notes) and verbally (e.g., presentation to a consultant), and read information about a patient, such as a consultant's note or a radiology report.</p>	<p>Additional examples include but are not limited to the ability to effectively communicate verbally while wearing a face mask, as well as be able to understand verbal communication from others that are wearing face masks, ability to function as leader in crisis situations and communicate effectively and calmly with all members of health care team.</p>
<p>Pediatrics</p>	<p>Candidates must be able to communicate effectively and efficiently, both verbally and in writing, with patients and members of the health care team. This would include stressful or demanding situations. The candidate must be able to respond to questions, formulate problems and to ask pertinent questions in a one-on-one, small group or large group format. Candidates must be able to read and comprehend written material in English.</p>	<p>Educate patients, convey important updates on a patient's status, both through written means (e.g., progress notes) and verbally (e.g., presentation to a consultant), and read information about a patient, such as a consultant's note or a radiology report.</p>	<p>Candidates must be able to provide effective health care education to patients and their families.</p>

Radiation Oncology	<p>Candidates must be able to communicate effectively and efficiently, both verbally and in writing, with patients and members of the health care team. This would include stressful or demanding situations. The candidate must be able to respond to questions, formulate problems and to ask pertinent questions in a one-on-one, small group or large group format. Candidates must be able to read and comprehend written material in English.</p>	<p>Educate patients, convey important updates on a patient's status, both through written means (e.g., progress notes) and verbally (e.g., presentation to a consultant), and read information about a patient, such as a consultant's note or a radiology report.</p>	<p>Candidates must be able to orally address faculty, other residents, and support staff and communicate accurately patient data and orders. Candidates must be able to communicate through written notes patient data, assessment, plan and orders. Candidates must be able to communicate with patients for the purpose of taking history, obtaining consent, sharing test results, managing treatment, discussing prognosis and educating about disease specific information.</p>
	Psychomotor Skills	Examples would include but are not limited to the ability to	
Dermatology Family Medicine Internal Medicine IM/Preventive/Aerospace IM/Preventive/Occupational IM/Preventive/General Neurology OB/Gyn Ophthalmology Orthopedic Surgery Otolaryngology Pathology Psychiatry Psychiatry/Child Radiology Surgery/Cardio Surgery Neuro Surgery Plastic	<p>Candidates must have sufficient motor capacities and mobility to attend didactics. They must have sufficient motor function to obtain data from patients using tactile, auditory, and visual maneuvers. The candidate must possess adequate strength, mobility, and dexterity to obtain all the important information and perform reasonable procedures in the care of patients. Candidates must have the motor skills to provide general care and emergency treatment that are reasonably required of physicians. The candidate must possess adequate strength, mobility, and dexterity.</p>	<p>Dress in protective clothing in the performance of clinical duties (e.g. tolerate a mask on the face), perform cardiopulmonary resuscitation, perform chest compressions, manually ventilate a patient; take vital signs measurements, take blood pressure readings, take pulse rate; and perform catheter insertions, intravenous lines. The candidate should also be able to stand and maintain balance, move in confined spaces, pick up or grasp small objects, and complete assigned clinical practice within an acceptable time period.</p>	
Anesthesiology	<p>Candidates must have sufficient motor capacities and mobility to attend didactics. They must have sufficient motor function to obtain data from patients using tactile, auditory, and visual maneuvers. The candidate must possess adequate strength, mobility, and dexterity to obtain all the important information and perform reasonable procedures in the care of patients. Candidates must have the motor skills to provide general care and emergency treatment that are reasonably required of physicians. The candidate must possess adequate strength, mobility, and dexterity.</p>	<p>Dress in protective clothing in the performance of clinical duties (e.g. tolerate a mask on the face), perform cardiopulmonary resuscitation, perform chest compressions, manually ventilate a patient; take vital signs measurements, take blood pressure readings, take pulse rate; and perform catheter insertions, intravenous lines. The candidate should also be able to stand and maintain balance, move in confined spaces, pick up or grasp small objects, and complete assigned clinical practice within an acceptable time period.</p>	<p>Additional examples include but are not limited to the ability to perform direct laryngoscopy, manipulate ultrasound equipment (for TEE, line placement or regional blocks) and fine motor skills for fiberoptic intubations, neuroaxial and regional nerve blocks. Ability to carry out psychomotor skills in cold (OR rooms) or hot (burn rooms) environments.</p>

<p>General Surgery</p>	<p>Candidates must have sufficient motor capacities and mobility to attend didactics. They must have sufficient motor function to obtain data from patients using tactile, auditory, and visual maneuvers. The candidate must possess adequate strength, mobility, and dexterity to obtain all the important information and perform reasonable procedures in the care of patients. Candidates must have the motor skills to provide general care and emergency treatment that are reasonably required of physicians. The candidate must possess adequate strength, mobility, and dexterity.</p>	<p>Dress in protective clothing in the performance of clinical duties (e.g. tolerate a mask on the face), perform cardiopulmonary resuscitation, perform chest compressions, manually ventilate a patient; take vital signs measurements, take blood pressure readings, take pulse rate; and perform catheter insertions, intravenous lines. The candidate should also be able to stand and maintain balance, move in confined spaces, pick up or grasp small_objects, and complete assigned clinical practice within an acceptable time period.</p>	<p>The resident must be able to stand or sit and manipulate organs or body parts in any body cavity (natural or created) during procedures in the Operating Room.</p>
<p>Pediatrics</p>	<p>Candidates must have sufficient motor capacities and mobility to attend didactics. They must have sufficient motor function to obtain data from patients using tactile, auditory, and visual maneuvers. The candidate must possess adequate strength, mobility, and dexterity to obtain all the important information and perform reasonable procedures in the care of patients. Candidates must have the motor skills to provide general care and emergency treatment that are reasonably required of physicians. The candidate must possess adequate strength, mobility, and dexterity.</p>	<p>Dress in protective clothing in the performance of clinical duties (e.g. tolerate a mask on the face), perform cardiopulmonary resuscitation, perform chest compressions, manually ventilate a patient; take vital signs measurements, take blood pressure readings, take pulse rate; and perform catheter insertions, intravenous lines. The candidate should also be able to stand and maintain balance, move in confined spaces, pick up or grasp small_objects, and complete assigned clinical practice within an acceptable time period.</p>	<p>Resident candidates must have the physical and mental potential to learn to perform the following procedrues: BLS-Basic Life Support skills, intubation, lumbar puncture, placement of central lines, UAC and UVC, placement of peripheral lines, placement of intraosseous line, arterial and venous blood sampling, bladder catheterization, gynecological evaluation, subcutaneous and intramuscular injections, dvelopmental screening tests, splinting of simple fractures, wound care and suturing, needle thoracentesis, foreign body removal.</p>
<p>Radiation Oncology</p>	<p>Candidates must have sufficient motor capacities and mobility to attend didactics. They must have sufficient motor function to obtain data from patients using tactile, auditory, and visual maneuvers. The candidate must possess adequate strength, mobility, and dexterity to obtain all the important information and perform reasonable procedures in the care of patients. Candidates must have the motor skills to provide general care and emergency treatment that are reasonably required of physicians. The candidate must possess adequate strength, mobility, and dexterity.</p>	<p>Dress in protective clothing in the performance of clinical duties (e.g. tolerate a mask on the face), perform cardiopulmonary resuscitation, perform chest compressions, manually ventilate a patient; take vital signs measurements, take blood pressure readings, take pulse rate; and perform catheter insertions, intravenous lines. The candidate should also be able to stand and maintain balance, move in confined spaces, pick up or grasp small_objects, and complete assigned clinical practice within an acceptable time period.</p>	<p>Candidates must be able to perform procedures including placing and removing implants for brachytherapy. Candidates must be able to perform a complete physical exam on a patient. Candidates must be able to transport themselves through the clinic and hospital wards.</p>

Rheumatology	Candidates must have sufficient motor capacities and mobility to attend didactics. They must have sufficient motor function to obtain data from patients using tactile, auditory, and visual maneuvers. The candidate must possess adequate strength, mobility, and dexterity to obtain all the important information and perform reasonable procedures in the care of patients. Candidates must have the motor skills to provide general care and emergency treatment that are reasonably required of physicians. The candidate must possess adequate strength, mobility, and dexterity.	Dress in protective clothing in the performance of clinical duties (e.g. tolerate a mask on the face), perform cardiopulmonary resuscitation, perform chest compressions, manually ventilate a patient; take vital signs measurements, take blood pressure readings, take pulse rate; and perform catheter insertions, intravenous lines. The candidate should also be able to stand and maintain balance, move in confined spaces, pick up or grasp small_objects, and complete assigned clinical practice within an acceptable time period.	Must have the ability to perform an arthrocentesis and joint aspirations and injections
Surgery Urology	Candidates must have sufficient motor capacities and mobility to attend didactics. They must have sufficient motor function to obtain data from patients using tactile, auditory, and visual maneuvers. The candidate must possess adequate strength, mobility, and dexterity to obtain all the important information and perform reasonable procedures in the care of patients. Candidates must have the motor skills to provide general care and emergency treatment that are reasonably required of physicians. The candidate must possess adequate strength, mobility, and dexterity.	dress in protective clothing in the performance of clinical duties (e.g. tolerate a mask on the face), perform cardiopulmonary resuscitation, perform chest compressions, manually ventilate a patient; take vital signs measurements, take blood pressure readings, take pulse rate; and perform catheter insertions, intravenous lines. The candidate should also be able to stand and maintain balance, move in confined spaces, pick up or grasp small_objects, and complete assigned clinical practice within an acceptable time period.	Candidates must have sufficient motor skill to be able to perform complex surgical procedures and must have adequate vision, speech, hearing, tactile sensation, and olfactory capability. Candidates must be able to ambulate without artificial support, and stand for long periods of time.
	Intellectual and Cognitive Abilities	Examples would include, but not be limited to the ability to	

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<p>Anesthesiology</p>	<p>Candidates must be able to measure, calculate, reason, analyze, synthesize, integrate, and apply information. Candidates must be able to apply information from a variety of sources, such as knowledge obtained in classroom settings, interaction with other healthcare professionals, written materials such as textbooks or literature searches. Problem-solving, a clinical skill required of physicians, requires all of these intellectual abilities. Candidates must be able to perform these functions not only during times of quiet reflection but must also during loud, stressful situations and in a rapid manner, such as might occur in a medical emergency. In addition candidates must be able to comprehend three-dimensional relationships and to understand the spatial relationships of structures</p>	<p>Ability to transfer knowledge from one situation to another; assimilate and apply knowledge acquired from multiple learning experiences; comprehend and apply abstract concepts; handle multiple tasks and problem-solve simultaneously; synthesize knowledge and skills; prioritize tasks; use long and short term memory; be able to process information and reach appropriate conclusion in urgent situations; gather and process patient information, in either verbal or written formats, in a timely manner.</p>	<p>Additional examples include but are not limited to the ability to effectively process many sources of rapidly changing information (multitude of dynamic data from electronic monitors, patient observation, observation surgical field, estimate blood loss, etc. interpret the data and manage dynamic situations appropriately.</p>

<p>Radiation Oncology</p>	<p>Candidates must be able to measure, calculate, reason, analyze, synthesize, integrate, and apply information. Candidates must be able to apply information from a variety of sources, such as knowledge obtained in classroom settings, interaction with other healthcare professionals, written materials such as textbooks or literature searches. Problem-solving, a clinical skill required of physicians, requires all of these intellectual abilities. Candidates must be able to perform these functions not only during times of quiet reflection but must also during loud, stressful situations and in a rapid manner, such as might occur in a medical emergency. In addition candidates must be able to comprehend three-dimensional relationships and to understand the spatial relationships of structures</p>	<p>Ability to transfer knowledge from one situation to another; assimilate and apply knowledge acquired from multiple learning experiences; comprehend and apply abstract concepts; handle multiple tasks and problem-solve simultaneously; synthesize knowledge and skills; prioritize tasks; use long and short term memory; be able to process information and reach appropriate conclusion in urgent situations; gather and process patient information, in either verbal or written formats, in a timely manner.</p>	<p>Candidates must be able to comprehend and master physics, radiobiology, statistics, and clinical data and recommendations. Candidates must be able to demonstrate knowledge and mastery of the above mentioned areas of study in written and oral examinations. Candidates must be able to demonstrate knowledge and mastery of the above mentioned areas of study in written and oral examinations. Candidates must be able to function in a clinical setting prioritizing multiple tasks, making decisions, recalling knowledge, gathering data, and make appropriate conclusions in urgent situations.</p>
	<p>Professional, Behavioral and Social Attributes</p>	<p>Examples of these would include, but not be limited to</p>	

<p> Dermatology Family Medicine Internal Medicine IM/Preventive/Aerospace IM/Preventive/Occupational IM/Preventive/General Neurology OB/Gyn Ophthalmology Orthopedic Surgery Otolaryngology Pathology Psychiatry Psychiatry/Child Radiology Surgery/Cardio Surgery/General Surgery Neuro Surgery Plastic Surgery/Urology </p>	<p>Candidates must possess the emotional health required to fully use their intellectual abilities and interact with others, including patients, faculty, and staff in a reasonable manner..</p>	<p>Ability to exercise good judgment, promptly complete all responsibilities attendant to the diagnosis and care of patients, and develop mature, sensitive and effective relationships with patients. Candidates must be able to tolerate physical, emotional, and mentally taxing workloads, and to function effectively under stress. They must be able to pay attention to detail and perform their learning activities, especially experiential activities, accurately and thoroughly, and assume responsibility and accountability for their actions. They must be able to adapt positively to stress and changing environments, display flexibility, and learn to function in the face of uncertainties and ambiguities inherent in the clinical problems of many patients. Candidates must have the emotional maturity to self-assess, know their limitations and seek advice or counseling in situations that might impair their learning or their performance in the care of patients. They must know their limits, recognize when they should seek consultation and/or supervision, and do so in a timely manner. The capacity of healthcare professionals to self-assess their ability to function at a high level for the best care and safety of their patients, and to proactively seek appropriate treatment, including leaves of absence, is an important ability for a physician to have.</p>	
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<p>Anesthesiology</p>	<p>Candidates must possess the emotional health required to fully use their intellectual abilities and interact with others, including patients, faculty, and staff in a reasonable manner..</p>	<p>Ability to exercise good judgment, promptly complete all responsibilities attendant to the diagnosis and care of patients, and develop mature, sensitive and effective relationships with patients. Candidates must be able to tolerate physical, emotional, and mentally taxing workloads, and to function effectively under stress. They must be able to pay attention to detail and perform their learning activities, especially experiential activities, accurately and thoroughly, and assume responsibility and accountability for their actions. They must be able to adapt positively to stress and changing environments, display flexibility, and learn to function in the face of uncertainties and ambiguities inherent in the clinical problems of many patients. Candidates must have the emotional maturity to self-assess, know their limitations and seek advice or counseling in situations that might impair their learning or their performance in the care of patients. They must know their limits, recognize when they should seek consultation and/or supervision, and do so in a timely manner. The capacity of healthcare professionals to self-assess their ability to function at a high level for the best care and safety of their patients, and to proactively seek appropriate treatment, including leaves of absence, is an important ability for a physician to have.</p>	<p>Self-awareness and self-control resulting in ability to personally administer narcotics and other controlled substances to patients on a daily basis without supervision. Physicians restricted from handling these substances (secondary to substance abuse impairment) by any credentialing entity, rehabilitation program, or self-limitation would be unable to perform basic anesthesia care for their patients.</p>
<p>Pediatrics</p>	<p>Candidates must possess the emotional health required to fully use their intellectual abilities and interact with others, including patients, faculty, and staff in a reasonable manner..</p>	<p>Ability to exercise good judgment, promptly complete all responsibilities attendant to the diagnosis and care of patients, and develop mature, sensitive and effective relationships with patients. Candidates must be able to tolerate physical, emotional, and mentally taxing workloads, and to function effectively under stress. They must be able to pay attention to detail and perform their learning activities, especially experiential activities, accurately and thoroughly, and assume responsibility and accountability for their actions. They must be able to adapt positively to stress and changing environments, display flexibility, and learn to function in the face of uncertainties and ambiguities inherent in the clinical problems of many patients. Candidates must have the emotional maturity to self-assess, know their limitations and seek advice or counseling in situations that might impair their learning or their performance in the care of patients. They must know their limits, recognize when they should seek consultation and/or supervision, and do so in a timely manner. The capacity of healthcare professionals to self-assess their ability to function at a high level for the best care and safety of their patients, and to proactively seek appropriate treatment, including leaves of absence, is an important ability for a physician to have.</p>	<p>Examples of these would include but not be limited to the ability to exercise good judgment, promptly complete all responsibilities attendant to the diagnosis and care of all patients regardless of their gender, race, religious beliefs and sexual orientation, and develop mature, sensitive and effective relationships with patients.</p>

Radiation Oncology	Candidates must possess the emotional health required to fully use their intellectual abilities and interact with others, including patients, faculty, and staff in a reasonable manner..	Ability to exercise good judgment, promptly complete all responsibilities attendant to the diagnosis and care of patients, and develop mature, sensitive and effective relationships with patients. Candidates must be able to tolerate physical, emotional, and mentally taxing workloads, and to function effectively under stress. They must be able to pay attention to detail and perform their learning activities, especially experiential activities, accurately and thoroughly, and assume responsibility and accountability for their actions. They must be able to adapt positively to stress and changing environments, display flexibility, and learn to function in the face of uncertainties and ambiguities inherent in the clinical problems of many patients. Candidates must have the emotional maturity to self-assess, know their limitations and seek advice or counseling in situations that might impair their learning or their performance in the care of patients. They must know their limits, recognize when they should seek consultation and/or supervision, and do so in a timely manner. The capacity of healthcare professionals to self-assess their ability to function at a high level for the best care and safety of their patients, and to proactively seek appropriate treatment, including leaves of absence, is an important ability for a physician to have.	Candidates must be able to maintain reliable attendance, manage taxing workloads, and function effectively under stress. Candidates must maintain professional relationships with faculty, other residents, support staff and patients. Candidates must have the emotional maturity to self-assess, know their limitations and seek advice or counseling in appropriate situations.
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