



CPA Core Professional Values and Associated Behaviours Self-Assessment Tool

Introduction

A value is a “... belief that one accepts as one’s own and that determines behaviour”.^{1, p30} Values guide the decisions we make and they determine the behaviours in which we engage as individuals and as a professional organization.² This list of 10 core professional values and associated behaviours informs current and future professional practice.

The list of 10 core professional values³ and associated behaviours has been developed through a national process that incorporated feedback from over 1000 members of the Canadian Physiotherapy Association (CPA) through a series of surveys, meetings and consultations. Each of the core professional values is accompanied by examples of associated behaviours that can demonstrate the embodiment of this value in the context of patient care activities. This list of associated behaviours is not intended to be all inclusive.

This self-assessment tool was developed as a supplement to the Core Professional Values document. The tool provides the user with an opportunity to gain insight into the way that the core professional values are embodied in their own practice. Furthermore, reflecting on the results of the self-assessment can inform the identification of personal learning goals **as part of one’s continuing professional development plan.**

How to use the self-assessment tool

This self-assessment tool can be used by practicing and student physiotherapists and physiotherapist assistants to increase their understanding of the 10 core professional values and to consider the frequency by which they demonstrate the specific value through the associated behaviour noted.

For each of the associated behaviours listed with the value, select the option that best indicates the frequency with which you demonstrate that behaviour in your daily practice. You can also document other behaviours that occur in patient care activities, or in non-clinical contexts, that could also be associated with the specific value. Put notes or comments in the last column to explain your answer and to help you monitor any changes in your behaviour.

Considering the results of your self-assessment

The results of this self-assessment can inform your future professional development activities. Here are a few examples. You can use the results of your self-assessment to identify relevant personal learning goals. Perhaps you decide to make additional efforts to increase the frequency of demonstrating specific associated behaviours. Or you may want to better understand how



you can embody a specific value in practice, and so you decide to complete a literature search. Alternatively, perhaps you take part in a discussion with your peers about the various factors that may lead to differences in the frequency with which you engage in the associated behaviours for different values. Repeating the self-assessment can provide information about any changes that occurred with time. These are just some of the many ways that using this tool to conduct a self-assessment and reflecting on the results can facilitate professional learning and growth.

Core Professional Values Self-Assessment Tool

Values, definitions and associated behaviours	How often do you demonstrate this behaviour?				Comments/Notes
	Not applicable	I never do this	I do this sometimes	I always do this	
1. Accountability - <i>the acceptance of responsibility</i>					
I engage in reflective practice					
I comply with the relevant professional code of ethical conduct, rules and regulations, legislation, policies and procedures, and standards of practice					
I assume ownership for my actions, inactions, words, and attitudes					
I engage in evidence-informed practice					
Identify other behaviors that you demonstrate that are informed by this value: (optional)					
2. Advocacy - <i>the commitment to promote change that benefits the health of clients* or society</i>					
I actively promote the best course of action for the client					



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I facilitate the involvement of other health professionals that could benefit the client					
I actively promote changes to policies that will improve client or societal health					
I campaign for access and funding at the client and/or system level					
Identify other behaviors that you demonstrate that are informed by this value: (optional)					
3. Altruism - <i>the unselfish concern for the well being of one's client and others**</i>					
I act in the client's best interest rather than with self-interest					
I willingly offer my time, energy, knowledge, and resources as indicated and as able					
Identify other behaviors that you demonstrate that are informed by this value: (optional)					
4. Client centredness – <i>the provision of care that is respectful of and responsive to the client's preferences, unique needs, and values</i>					
I actively seek to understand the client's perspective through respectful dialogue					
I set goals and identify an intervention plan in collaboration with the client					
I adapt my behaviour and practices in response to the client's perspective and their contextual factors					



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Identify other behaviors that you demonstrate that are informed by this value: (optional)					
5. Compassion - <i>the concern and consideration for the pain, distress, or hardship of client and others</i>					
I demonstrate empathy					
I engage in active listening					
I make concerted efforts to understand and address the client's perspective and their contextual factors					
Identify other behaviors that you demonstrate that are informed by this value: (optional)					
6. Equity – <i>the commitment to supporting clients to reach their full health potential</i>					
I endeavour to distribute time and resources according to the unique needs of the client					
I endeavour to tailor care to the unique needs of the client					
I strive to identify and address barriers to equity					
Identify other behaviors that you demonstrate that are informed by this value: (optional)					
7. Excellence - <i>the commitment to highest quality professional practice</i>					
I incorporate current evidence, knowledge and theory in client assessment and care					
I challenge the status quo to improve care and service					



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I engage in lifelong learning, reflective practice and ongoing professional development					
I engage in activities to develop and share new knowledge					
Identify other behaviors that you demonstrate that are informed by this value: (optional)					
8. Integrity - <i>the quality of being honest and applying defensible ethical and moral principles</i>					
I abide by and adhere to the professional code of ethical conduct					
I am trustworthy and credible					
I provide care only when necessary					
Identify other behaviors that you demonstrate that are informed by this value: (optional)					
9. Respect – <i>the demonstration of regard for all</i>					
I engage in reflective practice to identify and understand personal biases and how they influence professional practice					
I honour the uniqueness of the client and others					
I seek to create a culturally safe environment where all feel welcome and respected					
I acknowledge the role and contributions of others					
I recognize the client’s autonomy					
I do not let personal judgements or opinions negatively impact the care they provide					



Identify other behaviors that you demonstrate that are informed by this value: (optional)					
10. Social Responsibility - <i>the commitment to advancing societal health and wellness</i>					
I seek to understand community, national, and worldwide issues and their impact on society's health					
I engage in activities that promote changes to policies that improve health and wellness					
Identify other behaviors that you demonstrate that are informed by this value: (optional)					

Glossary

***Client:** A client is a recipient of physiotherapy services, and may be an individual, family, group, organization, community or population. An individual client may be referred to as a patient. In some circumstances, a client may be represented by their substitute decision maker

Note: This definition is adopted from National Physiotherapy Advisory Group. (2017). Competency Profile for Physiotherapists in Canada. Available at: <https://peac-aepc.ca/pdfs/Resources/Competency%20Profiles/Competency%20Profile%20for%20PTs%202017%20EN.pdf>

****Others:** Others refers to individuals, other than the client, with whom the CPA member interact. This can include co-workers, other healthcare professionals, or members of society.

References:

1. Davis C. *Patient practitioner interaction: an experiential manual for developing the art of health care*. 5th ed. Thorofare, NJ: SLACK; 2011.
2. McGinnis PQ, Guenther LA, Wainwright SF. Development and integration of professional core values among practicing clinicians. *Physical therapy*. 2016 Sep 1;96(9):1417-29.
3. Boyczuk AM, Deloyer JJ, Ferrigan KF, Muncaster KM, Dal Bello-Haas V, Miller PA. Professional Values: Results from a Scoping Review and Preliminary Canadian Survey. *Physiotherapy Canada* 2019; 71(2): 134-143.



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October 2023