

Competencies for Rural and Underserved Practice

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Competencies for Rural Practice (2006)*

- **Adaptability**—how to shape one’s skill set to the needs of the rural community
- **Improvisation**—how to deliver quality care within the resources and skills you have available in the moment
- **Life-long learning**—how to continually acquire additional knowledge and skills as needed
- **Collaboration**—how to get help from others and work together
- **Endurance**—how to sustain oneself in rural practice

*Proposed by Randall Longenecker MD, Program Director, The Ohio State University Rural Program

Competencies for Rural Practice (2008)**

- Adaptability
- Living with scarcity and limits
- Resilience
- Integrity
- Reflective practice
- Collaboration

**Achieved through a nominal group process, Society of Teachers of Family Medicine (STFM) Annual Meeting, 2008

Competencies for Rural and Underserved Practice (2016)***

- Comprehensiveness
- Agency & Courage
- Adaptability
- Abundance/Living with Scarcity and Limits
- Resilience
- Integrity
- Reflective practice
- Collaboration & Community Responsiveness

***Achieved through a national survey of medical educators, 2015-2016

Revised list of domains and competencies July 2016

Comprehensiveness

- Maintains and even expands as necessary a wide scope of clinical practice
- Enhances skills or learns new ones in order to be prepared for the unexpected and to meet community needs
- Maintains infrequently used skills through periodic retraining
- Demonstrates breadth in leadership ability, community health management, advocacy, administrative skills and business management (in leading, “Wears many hats”)

Agency & Courage

- Articulates a calling: I’ve been led to do it
- Exhibits passion: I have the desire to do it
- Tolerates risk: I can overcome fear to do it

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- Finds inspiration: I've seen others do it
- Demonstrates self-efficacy: I am capable of doing it
- Voices a commitment: I will do it
- Gets things done: I did it!

Adaptability

- Demonstrates improvisation and creativity
- Adapts scope of practice to community needs (plasticity)
- Exhibits the ability to work with diverse individuals in multiple practice settings

Abundance in the Face of Scarcity and Limits

- Demonstrates humility and knows the limits of his/her own competence (recognizing the edge)
- "Looks things up" when faced with the limits of one's own knowledge
- Effectively uses the resources at hand and, working within the limits of local capability, makes timely referrals

Resilience

- Demonstrates endurance; restorative capacity - the ability to overcome hardship and thrive
- Sustains him/herself in practice & enlists the support of others
- Demonstrates boundary-setting and margin; the ability to set limits, to set aside time for self and family care and renewal
- Bends without breaking
- Builds or joins a resilient community

Integrity

- Demonstrates authenticity
- Adapts to the transparency & accountability of "living in a glass house"
- Negotiates dual relationships with integrity
- Behaves in a way that is true to self and others

Reflective Practice

- Demonstrates critical reflection-in, on, and toward-action
- Protects time for reflection-on-action and engages in scholarly activity
- Exhibits awareness of self in relation to others and of their perspectives (other perspective-taking)
- Reframes problems and creates "useful" ones, putting knowledge into action
- Attends to surprise, to things that do not fit, improvising in the moment in clinical situations
- Keeps the whole in mind, even while focusing on the details

Collaboration & Community Responsiveness

- Engages the community in responding to need, including health inequity
- Works well within interprofessional teams and promotes collaboration across professional boundaries
- Exhibits grace, and respect for individuals and tradition
- Effectively advocates for others
- Accepts multiple leadership roles
- Builds effective networks across time and place