



# Core Competencies for Healthcare Careers


The Core Competencies (defined below) have been endorsed by the AAMC Group on Student Affairs (GSA) Committee on Admissions (COA). These competencies are valued across the health professions and beyond and align with the competencies of the various health associations that support healthcare education such as the ADEA, APTA, AACN, and more.


## Professional Competencies


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 **Commitment to Learning and Growth:** Practices continuous personal and professional growth for improvement, including setting and communicating goals for learning and development; reflects on successes, challenges, and mistakes; pursues opportunities to improve knowledge and understanding; and asks for an incorporates feedback to learn and grow.


 **Cultural Awareness:** Appreciates how historical, sociocultural, political, and economic factors affect others' interactions, behaviors, and well-being; values diversity; and demonstrates a desire to learn about different cultures, beliefs, and values.


 **Cultural Humility:** Seeks out and engages diverse and divergent perspectives with a desire to understand and willingness to adjust one's mindset; understands a situation or idea from alternative viewpoints; reflects on one's values, beliefs, and identities and ow they may affect others; reflects on and addresses bias on oneself and others; and fosters a supportive environment that values inclusivity.


 **Empathy and Compassion:** Recognizes, understands, and acknowledges others' experiences, feelings, perspectives, and reactions to situations; is sensitive to others' needs and feelings; and demonstrates a desire to help others and alleviate others' distress.


 **Ethical Responsibility to Self and Others:** Behaves with honesty and integrity; considers multiple and/or conflicting principles and values to inform decisions; adheres to ethical principles when carrying out professional obligations; resists pressure to engage in unethical behavior; and encourages others to behave honestly and ethically.


 **Interpersonal Skills:** Demonstrates and awareness of how social and behavioral cues affect people's interactions and behaviors; adjusts behaviors appropriately in response to these cues; recognizes and manages one's emotions and understands how emptions impact others or a situation; and treats others with dignity, courtesy, and respect.

 **Oral Communication:** Effectively conveys information to others using spoken words and sentences; actively listens to understand the meaning and intent behind what others say and recognizes potential communication barriers and adjusts approach or clarifies information as needed.

 **Reliability and Dependability:** Demonstrates accountability for performance and responsibilities to self and others; prioritizes and fulfills obligations in a timely and satisfactory manner; and understands consequences of not fulfilling one's responsibilities to self and others.


 **Resilience and Adaptability:** Perseveres in challenging, stressful, or ambiguous situations by adjusting behavior or approach in response to new information, changing conditions, or unexpected obstacles, and recognizes and seeks help and support when needed; recovers from and reflects on setbacks; and balances personal well-being with responsibilities.


 **Service Orientation:** Shows a commitment to something larger than oneself; demonstrates dedication to service and a commitment to making meaningful contributions that meet the needs of communities.


 **Teamwork and Collaboration:** Collaborates with others to achieve shared goals and prioritizes shared goals; adjusts role between team member and leader based on one's own and other's expertise and experience; shares information with team members and encourages this behavior in others; and gives and accepts feedback to improve team performance.


## Thinking and Reasoning Competencies

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 **Critical Thinking:** Uses logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.


 **Quantitative Reasoning:** Applies quantitative reasoning and appropriate mathematics to describe or explain phenomena in the natural world.


 **Scientific Inquiry:** Applies knowledge of the scientific process to integrate and synthesize information, solve problems, and formulate research questions and hypotheses; is facile in the language of the sciences and uses it to participate in the discourse of science and explain how scientific knowledge is discovered and validated.

 **Written Communication:** Effectively conveys information to others using written words and sentences.

## Science Competencies


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 **Human Behavior:** Applies knowledge of the self, others, and social systems to solve problems related to the psychological, sociocultural, and biological factors that influence health and well-being.

 **Living Systems:** Applies and skills in the natural sciences to solve problems related to molecular and macro systems, including biomolecules, molecules, cells, and organs.

## Career Specific Competencies

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 **Manual Dexterity (Optometry and Dentistry):** To perform dental procedures, a dentist or optometrist must be able to work with precision on an extremely small scale. Superior hand-eye coordination is critical to ensuring the safety of patients.