

SOUTHERN OHIO MEDICAL CENTER

Expectations for Physicians, Pharmacists and Advanced Practice Providers

- » I will hold myself and others accountable to behave in accordance with [The SOMC Way](#), the [SOMC Code of Conduct](#), and the [Expectations for SOMC Leaders](#).
- » I will embrace lifelong learning, maintain my competence, think critically, and practice evidence-based medicine.
- » I will document my clinical work thoroughly, accurately, and timely, and I will respond to documentation queries promptly.
- » I will hold myself and others accountable for behaving ethically and compliantly at all times.
- » I will clarify my expectations for others and invite them to clarify their expectations of me.
- » I will hold myself and others accountable for sustaining SOMC's anger-free workplace by never expressing anger, using profanity, indulging in temper tantrums, bullying others, or behaving disruptively in any way and confronting those who do.
- » I will be transparent when raising workplace concerns; I will neither expect nor promise confidentiality when discussing team issues.
- » I will remain focused on the patient's best interests.
- » I will master the processes in my work and follow them consistently while always looking for A Better Way (ABW).
- » I will collaborate with my administrative partners to create and sustain high-performance teams (HPTs) at SOMC.
- » I will not participate in workplace drama; I will remember that emotional arousal is infectious and venting does not help.
- » I will not say, "That's not my job." I will do what needs to be done despite how I feel.
- » I will hold myself and others accountable for supporting SOMC's strategic values of Safety, Quality, Service, Teamwork, and Finance.
- » I will hold myself and others accountable for being respectful team players.
- » I will talk TO my colleagues instead of ABOUT them.
- » I will take full responsibility for my feelings and behaviors instead of blaming others.
- » I will achieve and sustain excellent results on my Strategic Value Dashboard.

SIGNATURE

DATE

**Southern Ohio
Medical Center**

Very Good things are happening here