IPEC®

Interprofessional Education Collaborative
Connecting health professions for better care

Core Competencies for Interprofessional Collaborative Practice

Sponsored by the Interprofessional Education Collaborative*

Draft Glossary of Terms

2023

Glossary of Terms

The 39 operational terms defined here are adopted throughout the IPEC Core Competencies 2023 framework. ***All definitions are adapted from the references provided.***

Term	Definition	Statement(s)
Active listening	A practice of paying full attention to what is being communicated, verbally and nonverbally, in order to demonstrate unconditional acceptance and unbiased reflection (1).	C5
Assessment	A wide variety of methods or tools that educators use to evaluate, measure, and document the academic readiness, learning progress, skill acquisition, or educational needs of students (2).	
Caregiver (or caretaker)	Broadly defined as family members, friends or neighbors who provide (paid or) unpaid assistance to a person with a chronic illness or disabling condition (3).	VE7
Collaborative practice	When multiple health workers from different professional backgrounds work together with patients, families, caregivers or caretaker, and communities to deliver the highest quality of care across settings (4).	
Community (see also "Population")	A group of people who have common characteristics defined by location, race, ethnicity, age, occupation, health condition, interest in particular problems or outcomes, or other similar common bonds (5).	
Competence	The state of proficiency of a person to perform the required practice activities to the defined standard. This incorporates having the requisite competencies to do this in a given context. Competence is multidimensional and dynamic. It changes with time, experience, and setting (6).	
Competency (or competencies)	The abilities of a person to integrate knowledge, skills, and attitudes in their performance of tasks in a given context. Competencies are durable, trainable and, through the expression of behaviors, measurable (6).	

Term	Definition	Statement(s)
Competent	Descriptive of a person who has the ability to perform the designated practice activities to the defined standard. This equates to having the requisite competencies (6).	
Cultural humility	The ability to recognize limitations in order to avoid making assumptions about other cultures, admitting that one does not know and is willing to learn from patients/person/client/consumer/community about their experiences, while being aware of one's own embeddedness in culture(s) (7).	RR5 C3
Diversity	An appreciation and respect for the many differences and similarities in the workplace. This includes varied perspectives, approaches, and competencies of coworkers and populations we serve (8).	VE4
Domain	A broad, distinguishable area of content; domains, in aggregate, constitute a general descriptive framework (6).	
Family	All those who are personally significant to the patient and are concerned with their care, including, according to the patient's circumstances, family members, partners, caregivers, legal guardians, and substitute decision-makers (10).	
Health equity	The state in which everyone has the opportunity to attain full health potential, and no one is disadvantaged from achieving this potential because of social position or other socially, (11) economically, demographically, or geographically defined circumstance (12).	VE2 VE6
Health outcomes	A change in the health status of an individual, group, or population that is attributable to a planned intervention or series of interventions, regardless of whether such an intervention was intended to change health status (12).	VE5 VE6 Roles and Responsibilities RR2 RR3 RR4 C2 TT8

Term	Definition	Statement(s)
Health professional (or clinician or provider)	Health professionals maintain health through the application of the principles and procedures of evidence-based medicine and/or caring. They advise on, apply, or assist with measures, that promote health with the ultimate goal of meeting the health needs and expectations of individuals and populations, and improving population health outcomes (13).	VE5 VE7
Inclusion	Intentionally designed, active, and ongoing engagement with people that ensures opportunities and pathways for participation in all aspects of group, organization, or community, including decision-making processes. Inclusion is not a natural consequence of diversity. There must be intentional and consistent efforts to create and sustain a participative environment. Inclusion refers to how groups show that people are valued as respected members of the group, team, organization, or community. Inclusion is often created through progressive, consistent, actions to expand, include, and share (9).	
Interprofessional	Occurring between or involving two or more different professions or professionals (14).	VE9 RR5 TT5
Interprofessional competencies	Integration of knowledge, skills, and attitudes that define working together across professions to improve equitable health outcomes.	
Interprofessional conflict management	The use of skills and techniques to consider, understand, and respond to anticipated or ongoing causes of tension among interprofessional team members. Managing interprofessional conflict involves responsibility at both individual and systematic levels (15).	TT5

Term	Definition	Statement(s)
Just culture	Balances the need for an open and honest reporting environment with a quality learning environment and culture. All individuals within this environment are held responsible for the quality of their choices. Just culture requires a change in focus from errors and outcomes to system design and management of the behavioral choices of all employees (16).	VE10
Learner	A person who is trying to gain knowledge or skill in something by studying, practicing, or being taught (17).	
One Health	A collaborative, multisectoral, and transdisciplinary approach — working at the local, regional, national, and global levels — with the goal of achieving optimal health outcomes recognizing the interconnection between people, animals, plants, and their shared environment (18).	VE1
Person (or patient or client)	An individual who interacts with a health professional either because of real or perceived illness, for health promotion and disease prevention and/or to meet social needs (19).	VE1 VE2 VE3 VE7 RR1
Person-centered care	The practice of providing care in ways that are respectful of, and responsive to, individual preferences, needs and values, and ensuring that those receiving care, or their advocates participate in decision-making (20).	
Population **(see also "Community")**	A group of people who have common characteristics defined by location, race, ethnicity, age, occupation, health condition, interest in particular problems or outcomes, or other similar common bonds (5).	VE1 VE2 VE7
Quadruple Aim	Optimization of health system performance by enhancing patient experience, improving population health, reducing costs, and improving the work life of health care providers (21).	

Term	Definition	Statement(s)
Quintuple Aim	Optimization of health system performance by enhancing patient experience, improving population health, reducing costs, improving the work life of health care providers, and advance health equity (22).	
Resiliency (or resilience)	The ability of an individual, team, organization, community, and/or system to withstand, adapt, recover, rebound, or grow from adversity, stress, and/or trauma (11).	TT9
Safety	Knowing that you are safe from physical and psychological harm at work. Feeling secure enough to take calculated risks and show vulnerability. Free of concern about meeting basic life needs (24).	TT9
Shared leadership practices	A dynamic, interactive influence process among individuals in teams for which the objective is to lead, follow, and/or support one another to the achievement of team or organizational goals or both (25).	TT4
Social determinants of health	The conditions in which people are born, grow, live, work and age. These circumstances are shaped by the distribution of money, power and resources at local, national, and global levels (6).	RR3
Social justice	The virtue which guides us in creating those organized human interactions we call institutions. In turn, social institutions, when justly organized, provide us with access to what is good for the person, both individually and in our associations with others. Social justice also imposes on each of us a personal responsibility to collaborate with others, at whatever level of the "Common Good" in which we participate, to design and continually perfect our institutions as tools for personal and social development (26).	VE2
Sub-competency (or sub-competencies)	Requires the integration of knowledge, skills, and attitudes to perform tasks and demonstrate behavior that contribute to the achievement of competence in a focused area. Achievement of sub-competencies contribute to achievement of overall core competency (6).	

Term	Definition	Statement(s)
Team	A distinguishable set of two or more individuals, including persons, caregivers, and health professionals, who interact dynamically, interdependently and adaptively towards a common and valued goal/objective/mission (27).	Values and Ethics VE5 VE10 Roles and Responsibilities RR1 RR4 RR5 Communication C2 C5 C6 Teams and Teamwork TT1 TT2 TT3 TT4 TT6 TT7 TT10
Team-based care	The provision of health services to individuals, families, and/or their communities by team members who work collaboratively with persons and their caregivers to accomplish shared goals within and across settings to achieve coordinated, high-quality care (28).	VE3 VE8
Team science	A collaborative effort to address a scientific challenge that leverages the strengths and expertise of professionals trained in different fields (29).	Teams and Teamwork
Well-being	Judging life positively and feeling good. Includes the presence of positive emotions and moods (e.g., contentment, happiness), the absence of negative emotions, satisfaction with life, fulfillment, and positive functioning (30).	VE11 C2 TT9

Term	Definition	Statement(s)
Workplace	The physical, virtual, or remote location where one or more employees are working or are present as a condition of their employment (31).	VE11

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