



# DEVELOPING WISDOM

## GPs AS WISE ETHICAL DECISION MAKERS



### PROBLEM

GPs must demonstrate high level skills in managing complex clinical and ethical decisions, but little is known about how we develop these wise decision-making skills. This session presents our findings on the development of wise decision-making by GPs.

### METHODOLOGY

This three-year project, funded by the AHRC, is in its final phase. **131 doctors at different career stages were interviewed**, along with data collected from direct workplace observations, reflective diaries and community focus groups. **This is the first empirical study of wisdom development (known as Phronesis) in doctors**, and we used a qualitative narrative methodology. The GPs interviewed described their own journeys to wise decision making, and these journeys were then analysed using two established analytical frameworks.



Pilot and evaluate the video debating resource for medical schools and CPD  
Jan 2018 - March 2018

ENDPOINT - May 2018

START POINT  
Research commenced May 2015

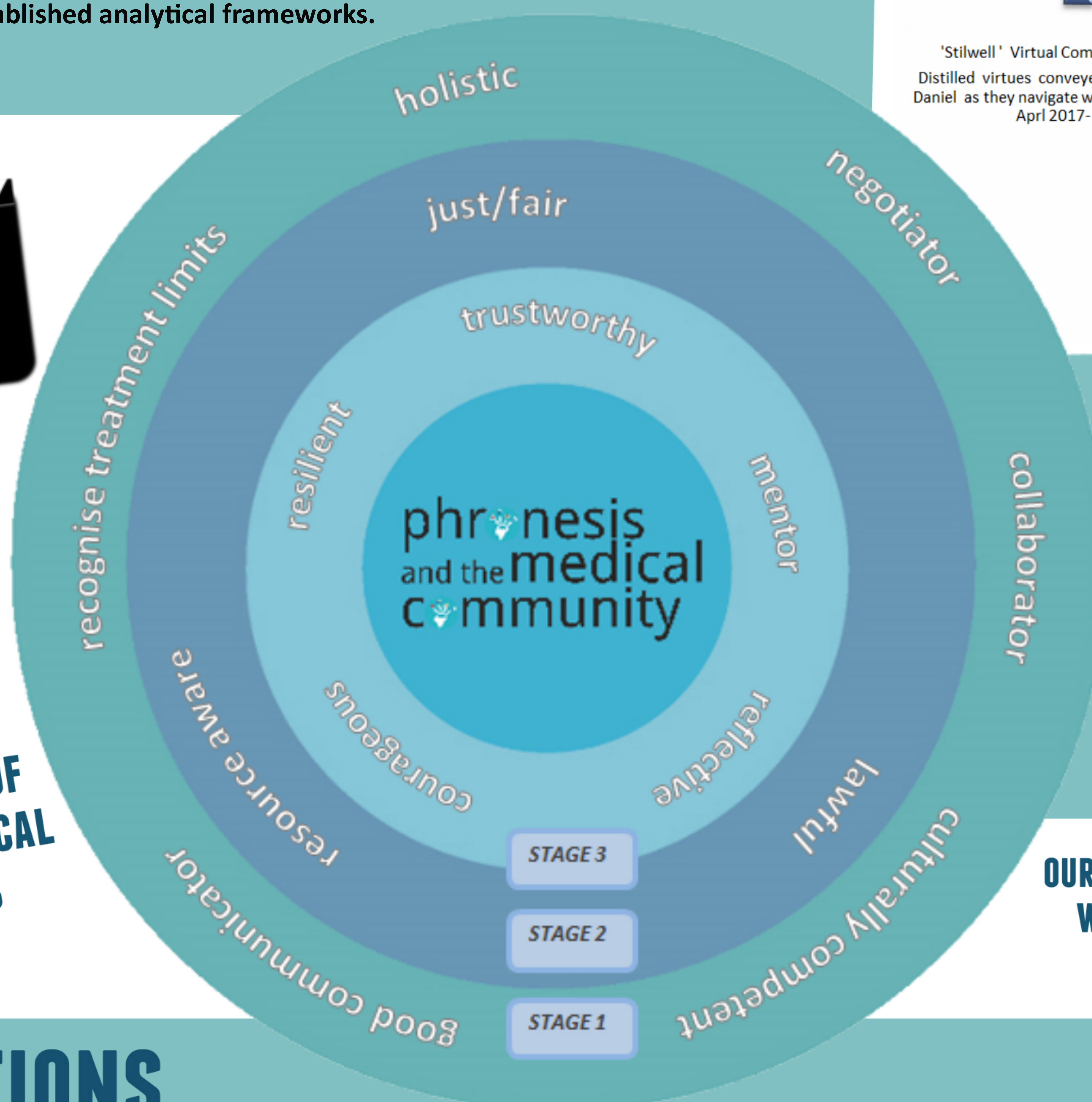
'Stilwell' Virtual Community Video Series  
Distilled virtues conveyed through Jennifer and Daniel as they navigate wise and unwise decisions  
April 2017 - Dec 2017

In depth interviews and observations with 131 medical students and doctors : what it means to make ethically wise decisions  
June 2016 - September 2017

Focus Groups : do the findings fit with patients and the community. What does it mean to embed trust  
July 2017 - Nov 2017



OUR PHRONESIS  
EDUCATIONAL  
MATERIALS  
INCLUDE AN  
INNOVATIVE  
VIDEO SERIES OF  
REAL LIFE MEDICAL  
SITUATIONS



### FINDINGS

We found that GPs used both a describable process (which we show) and a **deeper, more nuanced set of 15 ethical decision components to arrive at wise decisions**, including the balancing of the need to negotiate and to have honest/difficult conversations with trust, emotional intelligence, resilience and reflection.

OUR VIDEO SERIES COMES  
WITH COMPREHENSIVE  
TUTOR NOTES



### IMPLICATIONS

Wise decisions don't just come about by chance. Phronesis, the process of making practically wise decisions, is a skill many experienced GPs demonstrated. **Unpacking the process of making practically wise decisions enables us to recognise and enhance these virtues: this benefits GPs at all stages of training.** We have developed a video series of real life clinical situations with accompanying materials for use in undergraduate, trainee and CPD settings.

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@PHRONESIMC

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