Domains and Capabilities for Rural Practice including supporting quotes from national surveys of rural physicians and educators, 2015-2016.

<table>
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<th>Domains</th>
<th>Capabilities</th>
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| 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                                                                 |
| “Motivation to move outside one’s comfort zone to ‘fill the gap’ of what’s missing in delivery of care in a community.”  
“Rural generalists play a significant role in all types of care. Often we take care of cases alone that would typically be handled by specialists in urban areas. This demands clinical skills beyond what most primary care physicians provide.” |
| Agency and Courage             | • Articulates a calling: I’ve been led to do it  
• Tolerates risk: I can overcome fear to do it  
• 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!                                                                                                                   |
| “As a rural doctor you need to be able to deal with complexity and uncertainty.”  
“You need to be able to function without immediate outside support in a breadth of circumstances; this requires confidence and independence in practice.” |
| Collaboration and Community    | • Engages the community in responding to need, including health inequity  
• Works well in interprofessional teams; promotes collaboration across professional boundaries  
• Exhibits grace, and respect for individuals and culture  
• Effectively advocates for others  
• Accepts multiple leadership roles  
• Builds effective networks across time and place                                                                                              |
| Responsiveness                  | “As a rural doctor, you should be ready and willing to be an integral part of the community and to be looked to as a leader from the first day in practice.”  
“[Respect for] the patients’ and community’s culture; tolerance and appreciation of differences are important.”  
“It is important in rural practice to have a special rapport, respect and connection to [healthcare professionals] in town and elsewhere too…Mutual respect is very important to providing the best care you can give.” |
| 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, administrative skills and business management (“Wears many hats”) |
| “Comprehensiveness: being procedurally minded, being able to recognize the truly sick and get them where they need to go, and even knowing the business side of running your own rural practice.”  
“It requires expanded scope of care including triage, emergency care, and procedures--even if practice is office-based.” |
### Integrity
- Demonstrates authenticity
- Adapts to the transparency and accountability of “living in a glass house”
- Negotiates dual relationships with integrity
- Behaves in a way that is true to self and others

> “Some or many of the people in your town are also your best friends. They need to know that you care very much about their health and wellbeing. Go the extra mile for them.”

> “Integrity is very, very important. ‘Do the Right Thing’ for your patients, your family, and also for yourself.”

> “Especially in rural practice, a physician is judged by the community, by colleagues, and by consultants…”

### Abundance in the Face of Scarcity and Limits
- Demonstrates humility and knows the limits of his/her own competence
- “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

> “The ability to make due with what you have, including the responsible allocation of limited resources.”

> “To practice in a rural setting, you need to know what you do not know. You’ll need to ask for help from your colleagues sooner rather than later and get educated in your weak areas. There are no medical specialists right around the corner.”

> “Creative economics—how to survive financially when caring for an underserved, high-need, and poor population.”

### 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
- Reframes problems and pursues actionable solutions, 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

> “One must be able to face difficult problems even when you might feel like running away. You are often alone to make difficult decisions. This is very difficult when tragic things happen to patients who also happen to be friends.”

> “Have curiosity to understand ‘the lay of the land’ when beginning a practice. Creativity in bringing needed resources to the community and a systems-perspective when evaluating needs and potential partners is helpful.”

> “Have humility – one needs to recognize the limits which are inherent in a physician so that a they can approach medical practice in a sustainable fashion.”

### 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

> “To do well, one needs to find joy in rural practice. You need to desire to strive towards an enthusiasm in practice despite the sometimes overwhelming nature of medical practice in a rural or underserved community.”

> “One needs life management skills, especially as they relate to spousal and family needs, happiness, and satisfaction.”