Figure 1: Summarized Findings of a Brief Literature Search on Advocacy Training for Physicians

Novice (learner)
- Values advocacy as an important skill
- Lower self-efficacy but may still be higher than actual skills (not prepared for practice)
- Suffering the negative effects of medical enculturation (high stress, little time or rest results in loss of altruism and low participation in advocacy activities)
- Advocacy activities have an agency focus (clinical or paraclinical scope, focused on individuals, accepted as part of the physician role with clearer expectations)
- An independent endeavor done by the physician for a patient, may feel overwhelmed by the expectations

Factors that inhibit advocacy
- Inaccurate self-assessment
- Under-valued by society
- Developmentally not ready to commit
- Factors like education, professional code, and attitudes are not predictive of later advocacy

Factors that promote advocacy
- Group activities
- Autonomy (allow learners to select activities consistent with their personal goals)
- Protected time for advocacy activities
- Exposures to vulnerable populations
- Exposures to power & powerlessness

Expert (practitioner)
- Values advocacy as an important skill
- Has the requisite knowledge, motivation and (both positive and negative) influence/role models
- Views advocacy as part of being a “well” physician (gives purpose & meaning to work, offers a break from the traditional doctor-patient power differential, a chance to align actions with values, increases sense of personal accomplishment)
- Advocacy activities become activism (supraclinical scope). Continue with agency but don’t always describe that as advocacy. Includes QI. Often community-based
- Sees advocacy as team effort via partnerships (“join rather than lead”)

Abbreviations and definitions
K/S/A: knowledge, skills and attitudes
Paraclinical: activities related to but outside of direct clinical care, such as referrals to community resources or helping patients navigate the healthcare system
Supraclinical: activities geared toward system level change

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