

ACGME Competency	Abbreviated Milestones Identifier	Developmental Milestones Informing ACGME Competencies	Approximate Time Frame Trainee Should Achieve Stage
		Patient Care	
Clinical skills and reasoning		Historical Data Gathering	
Manages patients using clinical skills of interviewing and physical examination	PC-A1	1. Acquire accurate and relevant history from the patient in an efficiently customized, prioritized, and hypothesis driven fashion	6 months
Demonstrates competence in the performance of procedures mandated by the ABIM	PC-A2	2. Seek and obtain appropriate, verified, and prioritized data from secondary sources (e.g. family, records, pharmacy)	9 months
Appropriately uses laboratory and imaging techniques	PC-A3	3. Obtain relevant historical subtleties that inform and prioritize both differential diagnoses and diagnostic plans, including sensitive, complicated, and detailed information that may not often be volunteered by the patient	18 months
	PC-A4	4. Role model gathering subtle and reliable information from the patient for junior members of the healthcare team	30 months
		Performing a physical exam	
	PC-B1	1. Perform an accurate physical examination that is appropriately targeted to the patient's complaints and medical conditions. Identify pertinent abnormalities using common maneuvers	6 months
	PC-B2	2. Accurately track important changes in the physical examination over time in the outpatient and inpatient settings	12 months
	PC-B3	3. Demonstrate and teach how to elicit important physical findings for junior members of the healthcare team	24 months
	PC-B4	4. Routinely identify subtle or unusual physical findings that may influence clinical decision making, using advanced maneuvers where applicable	30 months
		Clinical Reasoning	
	PC-C1	1. Synthesize all available data, including interview, physical examination, and preliminary laboratory data, to define each patient's central clinical problem	12 months
	PC-C2	2. Develop prioritized differential diagnoses, evidence-based diagnostic and therapeutic plan for common inpatient and ambulatory conditions	12 months
	PC-C3	3. Modify differential diagnosis and care plan based upon clinical course and data as appropriate	24 months

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	PC-C4	4. Recognize disease presentations that deviate from common patterns and that require complex decision making	36 months
		Invasive procedures	
	PC-D1	1. Appropriately perform invasive procedures and provide post-procedure management for common procedures	18 months
Delivery of patient-centered clinical care		Diagnostic tests	
Manage patients with progressive responsibility	PC-E1	1. Make appropriate clinical decisions based upon the results of common diagnostic testing, including but not limited to routine blood chemistries, hematologic studies, coagulation tests, arterial blood gases, ECG, chest radiographs, pulmonary function tests, urinalysis and other body fluids	12 months
Manage patients across the spectrum of clinical diseases seen in the practice of general internal medicine			
Manage patients in a variety of health care settings to include the inpatient ward, critical care units, the ambulatory setting and the emergency setting	PC-E2	2. Make appropriate clinical decision based upon the results of more advanced diagnostic tests	18 months
Manage un-differentiated acutely and severely ill patients		Patient Management	
Manage patients in the prevention, counseling, detection, diagnosis and treatment of gender-specific diseases	PC-F1	1. Recognize situations with a need for urgent or emergent medical care including life threatening conditions	6 months
Manage patients as a consultant to other physicians	PC-F2	2. Recognize when to seek additional guidance	6 months
	PC-F3	3. Provide appropriate preventive care and teach patient regarding self-care	6 months
	PC-F4	4. With supervision, manage patients with common clinical disorders seen in the practice of inpatient and ambulatory general internal medicine	12 months
	PC-F5	5. With minimal supervision, manage patients with common and complex clinical disorders seen in the practice of inpatient and ambulatory general internal medicine	12 months
	PC-F6	6. Initiate management and stabilize patients with emergent medical conditions	12 months
	PC-F7	7. Manage patients with conditions that require intensive care	36 months
	PC-F8	8. Independently manage patients with a broad spectrum of clinical disorders seen in the practice of general internal medicine	36 months
	PC-F9	9. Manage complex or rare medical conditions	36 months
	PC-F10	10. Customize care in the context of the patient's preferences and overall health	36 months

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		Patient Care	
		Consultative care	
	PC-G1	1. Provide specific, responsive consultation to other services	24 months
	PC-G2	2. Provide internal medicine consultation for patients with more complex clinical problems requiring detailed risk assessment	36 months
		Medical Knowledge	
Core Knowledge of General Internal Medicine and its Subspecialties		Knowledge of core content	
Demonstrates a level of expertise in the knowledge of those areas appropriate for an internal medicine specialist	MK-A1	1. Understand the relevant pathophysiology and basic science for common medical conditions	6 months
Demonstrates sufficient knowledge to treat medical conditions commonly managed by internists, provide basic preventive care and recognize and provide initial management of emergency medical problems.	MK-A2	2. Demonstrate sufficient knowledge to diagnose and treat common conditions that require hospitalization	12 months
	MK-A3	3. Demonstrate sufficient knowledge to evaluate common ambulatory conditions	18 months
	MK-A4	4. Demonstrate sufficient knowledge to diagnose and treat undifferentiated and emergent conditions	18 months
	MK-A5	5. Demonstrate sufficient knowledge to provide preventive care	18 months
	MK-A6	6. Demonstrate sufficient knowledge to identify and treat medical conditions that require intensive care	24 months
	MK-A7	7. Demonstrate sufficient knowledge to evaluate complex or rare medical conditions and multiple coexistent conditions	36 months
	MK-A8	8. Understand the relevant pathophysiology and basic science for uncommon or complex medical conditions	36 months
	MK-A9	9. Demonstrate sufficient knowledge of socio-behavioral sciences including but not limited to health care economics, medical ethics, and medical education	36 months
Common modalities utilized in the practice of Internal Medicine		Diagnostic tests	

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Demonstrates sufficient knowledge to interpret basic clinical tests and images, use common pharmacotherapy and appropriately use and perform diagnostic and therapeutic procedures.	MK-B1	1. Understand indications for and basic interpretation of common diagnostic testing, including but not limited to routine blood chemistries, hematologic studies, coagulation tests, arterial blood gases, ECG, chest radiographs, pulmonary function tests, urinalysis and other body fluids	12 months
	MK-B2	2. Understand indications for and has basic skills in interpreting more advanced diagnostic tests	18 months
	MK-B3	3. Understand prior probability and test performance characteristics	18 months
		Practice-based Learning and Improvement	
Learning and Improving via Audit of Performance		Improve the quality of care for a panel of patients	
Systematically analyze practice using quality improvement methods, and implement changes with the goal of practice improvement	PBLI-A1	1. Appreciate the responsibility to assess and improve care collectively for a panel of patients	12 months
	PBLI-A2	2. Perform or review audit of a panel of patients using standardized, disease-specific, and evidence-based criteria	24 months
	PBLI-A3	3. Reflect on audit compared with local or national benchmarks and explore possible explanations for deficiencies, including doctor-related, system-related, and patient related factors	24 months
	PBLI-A4	4. Identify areas in resident's own practice and local system that can be changed to improve affect of the processes and outcomes of care	36 months
	PBLI-A5	5. Engage in a quality improvement intervention	36 months
Learning and improvement via answering clinical questions from patient scenarios		Ask answerable questions for emerging information needs	
Locate, appraise, and assimilate evidence from scientific studies related to their patients' health problems Use information technology to optimize learning	PBLI-B1	1. Identify learning needs (clinical questions) as they emerge in patient care activities	12 months
	PBLI-B2	2. Classify and precisely articulate clinical questions	24 months
	PBLI-B3	3. Develop a system to track, pursue, and reflect on clinical questions	24 months
		Acquires the best evidence	
	PBLI-C1	1. Access medical information resources to answer clinical questions and library resources to support decision making	12 months

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	PBLI-C2	2. Effectively and efficiently search NLM database for original clinical research articles	12 months	
	PBLI-C3	3. Effectively and efficiently search evidence-based summary medical information resources	24 months	
	PBLI-C4	4. Appraise the quality of medical information resources and select among them based on the characteristics of the clinical question	36 months	
		Appraises the evidence for validity and usefulness		
	PBLI-D1	1. With assistance, appraise study design, conduct, and statistical analysis in clinical research papers	12 months	
	PBLI-D2	2. With assistance, appraise clinical guideline recommendations for bias	24 months	
	PBLI-D3	3. With assistance, appraise study design, conduct, and statistical analysis in clinical research papers	36 months	
	PBLI-D4	4. Independently, appraise clinical guideline recommendations for bias and cost-benefit considerations	36 months	
		Applies the evidence to decision-making for individual patients		
	PBLI-E1	1. Determine if clinical evidence can be generalized to an individual patient	12 months	
	PBLI-E2	2. Customize clinical evidence for an individual patient	24 months	
	PBLI-E3	3. Communicate risks and benefits of alternatives to patients	36 months	
	PBLI-E4	4. Integrate clinical evidence, clinical context, and patient preferences into decision-making	36 months	
Learning and improving via feedback and self-assessment*		Improves via feedback		
Identify strengths, deficiencies, and limits in one's knowledge and expertise; Set learning and improvement goals;	PBLI-F1	1. Respond welcomingly and productively to feedback from all members of the health care team including faculty, peer residents, students, nurses, allied health workers, patients and their advocates	12 months	
Identify and perform appropriate learning activities	PBLI-F2	2. Actively seek feedback from all members of the health care team	18 months	
Incorporate formative evaluation feedback into daily	PBLI-F3	3. Calibrate self-assessment with feedback and other external data	24 months	

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practice; Participate in the education of patients, families, students, residents and other health professionals.	PBLI-F4	Patient Care 4. Reflect on feedback in developing plans for improvement	24 months
		Improves via self-assessment	
	PBLI-G1	1. Maintain awareness of the situation in the moment, and respond to meet situational needs	24 months
	PBLI-G2	2. Reflect (in action) when surprised, applies new insights to future clinical scenarios, and reflects (on action) back on the process	36 months
		Participates in the education of all members of the health care team	
	PBLI-H1	1. Actively participate in teaching conferences	12 months
	PBLI-H2	2. Integrate teaching, feedback, and evaluation with supervision of interns' and students' patient care	24 months
	PBLI-H3	3. Take a leadership role in the education of all members of the health care team.	36 months
			Interpersonal Communication Skills
Patients and Family		Communicate effectively	
<ul style="list-style-type: none"> ▪ Communicate effectively with patients, families, and the public, as appropriate, across a broad range of socioeconomic and cultural backgrounds 	ICS-A1	1. Provide timely and comprehensive verbal and written communication to patients/advocates	12 months
	ICS-A2	2. Effectively use verbal and non-verbal skills to create rapport with patients/families	12 months
	ICS-A3	3. Use communication skills to build a therapeutic relationship	12 months
	ICS-A4	4. Engage patients/advocates in shared decision-making for uncomplicated diagnostic and therapeutic scenarios	24 months
	ICS-A5	5. Utilize patient-centered education strategies	24 months
	ICS-A6	6. Engage patients/advocates in shared decision-making for difficult, ambiguous or controversial scenarios	36 months
	ICS-A7	7. Appropriately counsel patients about the risks and benefits of tests and procedures highlighting cost awareness and resource allocation	36 months
	ICS-A8	8. Role model effective communication skills in challenging situations	36 months
		Intercultural sensitivity	
	ICS-B1	1. Effectively use an interpreter to engage patients in the clinical setting including patient education	6 months

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		Patient Care	
	ICS-B2	2. Demonstrate sensitivity to differences in patients including but not limited to race, culture, gender, sexual orientation, socioeconomic status, literacy, and religious beliefs	12 months
	ICS-B3	3. Actively seek to understand patient differences and views and reflects this in respectful communication and shared decision-making with the patient and the healthcare team	30 months
Physicians and other healthcare professionals		Transitions of care	
Communicate effectively with physicians, other health professionals, and health related agencies	ICS-C1	1. Effectively communicate with other caregivers in order to maintain appropriate continuity during transitions of care	12 months
Work effectively as a member or leader of a health care team or other professional group	ICS-C2	2. Role model and teach effective communication with next caregivers during transitions of care	24 months
Act in a consultative role to other physicians and health professionals		Interprofessional team	
	ICS-D1	1. Deliver appropriate, succinct, hypothesis-driven oral presentations	6 months
	ICS-D2	2. Effectively communicate plan of care to all members of the health care team	12 months
	ICS-D3	3. Engage in collaborative communication with all members of the health care team	30 months
		Consultation	
	ICS-E1	1. Request consultative services in an effective manner	6 months
	ICS-E2	2. Clearly communicate the role of consultant to the patient, in support of the primary care relationship	12 months
	ICS-E3	3. Communicate consultative recommendations to the referring team in an effective manner	36 months
Medical Records		Health records	
▪ Maintain comprehensive, timely, and legible medical records	ICS-F1	1. Provide legible, accurate, complete, and timely written communication that is congruent with medical standards	6 months
	ICS-F2	2. Ensure succinct, relevant, and patient-specific written communication	24 months
		Professionalism	
Physicianship		Adhere to basic ethical principles	
Demonstrate compassion, integrity, and respect for others	P-A1	1. Document and report clinical information truthfully	1 month

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Responsiveness to patient needs that supersedes self-interest Accountability to patients, society and the profession		Patient Care	
	P-A2	2. Follow formal policies	1 month
	P-A3	3. Accept personal errors and honestly acknowledge them	6 months
	P-A4	4. Uphold ethical expectations of research and scholarly activity	36 months
		Demonstrate compassion and respect to patients	
	P-B1	1. Demonstrate empathy and compassion to all patients	3 months
	P-B2	2. Demonstrate a commitment to relieve pain and suffering	3 months
	P-B3	3. Provide support (physical, psychological, social and spiritual) for dying patients and their families	24 months
	P-B4	4. Provide leadership for a team that respects patient dignity and autonomy	24 months
		Provide timely, constructive feedback to colleagues	
	P-C1	1. Communicate constructive feedback to other members of the health care team	12 months
	P-C2	2. Recognize, respond to and report impairment in colleagues or substandard care via peer review process	18 months
		Maintain accessibility	
	P-D1	1. Respond promptly and appropriately to clinical responsibilities including but not limited to calls and pages	1 month
	P-D2	2. Carry out timely interactions with colleagues, patients and their designated caregivers	6 months
		Recognize conflicts of interest	
	P-E1	1. Recognize and manage obvious conflicts of interest, such as caring for family members and professional associates as patients	6 months
	P-E2	2. Maintain ethical relationships with industry	30 months
	P-E3	3. Recognize and manage subtler conflicts of interest	30 months
		Demonstrate personal accountability	
	P-F1	1. Dress and behave appropriately	1 month
P-F2	2. Maintain appropriate professional relationships with patients, families and staff	1 month	

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	P-F3	3. Ensure prompt completion of clinical, administrative, and curricular tasks	6 months
	P-F4	4. Recognize and address personal, psychological, and physical limitations that may affect professional performance	12 months
	P-F5	5. Recognize the scope of his/her abilities and ask for supervision and assistance appropriately	12 months
	P-F6	6. Serve as a professional role model for more junior colleagues (e.g., medical students, interns)	30 months
	P-F7	7. Recognize the need to assist colleagues in the provision of duties	30 months
		Practice individual patient advocacy	
	P-G1	1. Recognize when it is necessary to advocate for individual patient needs	6 months
	P-G2	2. Effectively advocate for individual patient needs	30 months
		Comply with public health policies	
	P-H1	1. Recognize and take responsibility for situations where public health supersedes individual health (e.g. reportable infectious diseases)	24 months
Patient-Centeredness		Respect the dignity, culture, beliefs, values and opinions of the patient	
Respect for patient privacy and autonomy Sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation	P-I1	1. Treat patients with dignity, civility and respect, regardless of race, culture, gender, ethnicity, age or socioeconomic status	1 month
	P-I2	2. Recognize and manage conflict when patient values differ from their own	30 months
		Confidentiality	
	P-J1	1. Maintain patient confidentiality	1 month
	P-J2	2. Educate and hold others accountable for patient confidentiality	18 months
		Recognize and address disparities in health care	
	P-K1	1. Recognize that disparities exist in health care among populations and that they may impact care of the patient	12 months
	P-K2	2. Embrace physicians' role in assisting the public and policy makers in understanding and addressing causes of disparity in disease and suffering	36 months
	P-K3	3. Advocates for appropriate allocation of limited health care resources.	36 months

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		Patient Care	
		Systems Based Practice	
Works effectively with other care providers and settings		Works effectively within multiple health delivery systems	
Work effectively in various health care delivery settings and systems relevant to their clinical practice	SBP-A1	1. Understand unique roles and services provided by local health care delivery systems.	12 months
Coordinate patient care within the health care system relevant to their clinical specialty;	SBP-A2	2. Manage and coordinate care and care transitions across multiple delivery systems, including ambulatory, subacute, acute, rehabilitation, and skilled nursing.	24 months
Work in inter-professional teams to enhance patient safety and improve patient care quality	SBP-A3	3. Negotiate patient-centered care among multiple care providers.	36 months
		Works effectively within an interprofessional team	
Work in teams and effectively transmit necessary clinical information to ensure safe and proper care of patients including the transition of care between settings	SBP-B1	1. Appreciate roles of a variety of health care providers, including, but not limited to, consultants, therapists, nurses, home care workers, pharmacists, and social workers.	6 months
	SBP-B2	2. Work effectively as a member within the interprofessional team to ensure safe patient care.	6 months
	SBP-B3	3. Consider alternative solutions provided by other teammates	12 months
	SBP-B4	4. Demonstrate how to manage the team by utilizing the skills and coordinating the activities of interprofessional team members.	36 months
Improving health care delivery		Recognizes system error and advocates for system improvement	
Advocate for quality patient care and optimal patient care systems	SBP-C1	1. Recognize health system forces that increase the risk for error including barriers to optimal patient care	12 months
Participate in identifying system errors and implementing potential systems solutions	SBP-C2	2. Identify, reflect upon, and learn from critical incidents such as near misses and preventable medical errors	12 months
Recognize and function effectively in high quality care system	SBP-C3	3. Dialogue with care team members to identify risk for and prevention of medical error	24 months
	SBP-C4	4. Understand mechanisms for analysis and correction of systems errors	24 months
	SBP-C5	5. Demonstrate ability to understand and engage in a system level quality improvement intervention.	36 months

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		Patient Care	
	SBP-C6	6. Partner with other healthcare professionals to identify, propose improvement opportunities within the system.	36 months
Cost-effective care for patients and populations		Identifies forces that impact the cost of health care and advocates for cost-effective care	
<ul style="list-style-type: none"> ▪ Incorporate considerations of cost awareness and risk-benefit analysis in patient and/or population-based care as appropriate 	SBP-D1	1. Reflect awareness of common socio-economic barriers that impact patient care.	12 months
	SBP-D2	2. Understand how cost-benefit analysis is applied to patient care (i.e. via principles of screening tests and the development of clinical guidelines)	12 months
	SBP-D3	3. Identify the role of various health care stakeholders including providers, suppliers, financiers, purchasers and consumers and their varied impact on the cost of and access to health care.	24 months
	SBP-D4	4. Understand coding and reimbursement principles.	24 months
		Practices cost-effective care	
	SBP-E1	1. Identify costs for common diagnostic or therapeutic tests.	6 months
	SBP-E2	2. Minimize unnecessary care including tests, procedures, therapies and ambulatory or hospital encounters	6 months
	SBP-E3	3. Demonstrate the incorporation of cost-awareness principles into standard clinical judgments and decision-making	18 months
	SBP-E4	4. Demonstrate the incorporation of cost-awareness principles into complex clinical scenarios	36 months