



What does it mean to be a member of a profession?

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First Question:

What is a profession? What is a professional?



Characteristics of a Profession or Professional

- Specialized Body of Knowledge
- Set of Skills
- Group Mission or Identity
- Standards of Behavior and Practice



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- *Standards of Behavior and Practice*



Topics to be Discussed

- What is a profession? What is a professional?
- What is our primary professional mission?
- What traits do we need as individuals to serve this mission? Why are these traits important?
- When do our obligations as professionals begin?
- Where do our standards of professional behavior come from?
- What may make it difficult to behave as a professional?
- What can we do to help ensure that we behave in a professional manner?

What is our primary professional mission?





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To serve the public



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What does serving the public entail? A few givens.

- We are privileged to have confidential information about perfect strangers.
- People dependent upon us for our
 - Protection of this confidential information
 - Conscientious, competent, and timely application of our knowledge and skills
 - Ability to communicate accurately
 - Ability to collaborate on their behalf



What traits are required to
serve this mission?



What traits are required to serve this mission?

- Conscientiousness
- Competence
- Timeliness
- Sensitivity
- Confidentiality
- Effective Communication
- Integrity



Other traits that enhance our mission

- Collaboration with others
 - In our profession
 - In other professions
- Peer consultation and review
- Complete, Accurate Documentation
- An attitude of being a life long learner



Day-to-Day Implications

- *Be there!*
 - Show up on time
 - Report any necessary absence in a timely manner
 - Be flexible in meeting emergent needs
- Be a team player
- Treat colleagues and patients with respect and without regard to ethnicity, religious preference, gender, sexual orientation, or socioeconomic status
- Be realistic and diplomatic in addressing interpersonal problems
- Be willing to ask for help and feedback



A Basic Understanding

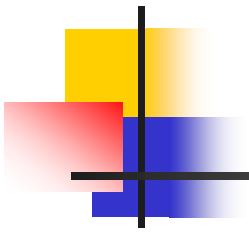
“When we accept a license to practice, we give up certain personal freedoms in return for the standards of our profession.”

*Barbara Hull Foster
Assistant Attorney General
State of Maryland*



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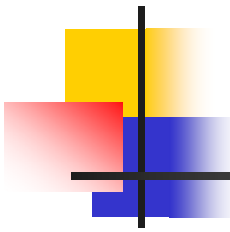
NOW!

(...if not already.)



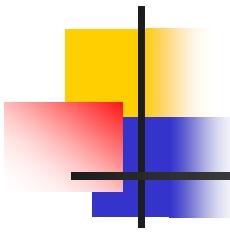
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Where do our standards of professional behavior come from?

- Professional Ethics
- State and Federal Laws
- Institutional Policies (hospital, clinic, school)
- “Standard of Care”
- The “Sandbox Rules”



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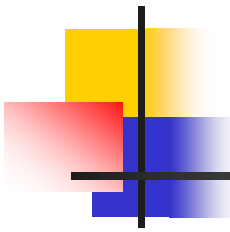
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From the Code of Ethics

American Society for Clinical Laboratory Science

- Clinical laboratory professionals
 - Are accountable for the quality and integrity of the services they provide
 - Safeguard the patient from incompetent or illegal practice by others
 - Maintain high standards of practice
 - Exercise sound judgment
 - Maintain strict confidentiality of patient information
 - Safeguard the dignity and privacy of patients
 - Provide accurate information to other health professionals
 - Comply with relevant laws and regulations



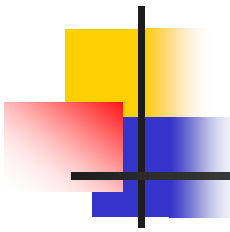
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State and Federal Laws

- *Criminal* (e.g., fraud, any felony)
- *Civil* (lawsuits against individual or institution)
- *Administrative* (licensing statutes and regulations)



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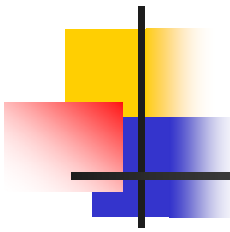
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Code of Honor and Professional Conduct

University of Maryland School of Medicine

- Each member of this community:
 - Is obligated to carry out his or her designated responsibilities within the rules and governance agreed to by the community as a whole.
 - Is accepted as a person of integrity and honesty, and is personally responsible for his or her truthfulness, honesty, fairness, and courtesy.
 - Is obligated to act upon any observation or evidence which indicates to him or her that another member of the community has committed a breach of these principles.



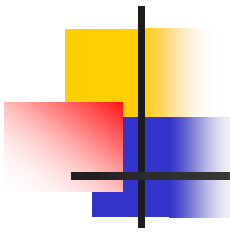
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Standard of Care

What is the consensus in the profession for the situation in question?

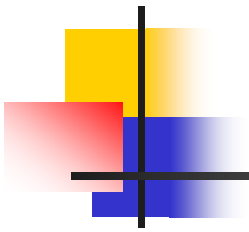


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All I Really Need to Know I Learned in Kindergarten

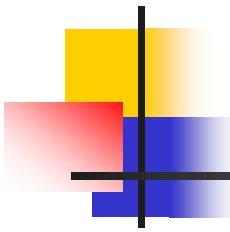
Robert Fulghum

- 
-
- Share everything
 - Play fair
 - Don't take things that aren't yours
 - Hold hands and stick together
 - Be aware of wonder
 - Live a balanced life
 - Take a nap every afternoon



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What may make it difficult to behave
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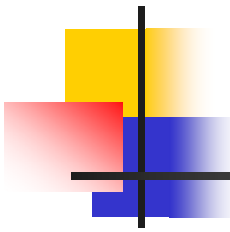
What may make it difficult to behave as a professional?

- Personal Priorities
 - Family and personal life
 - Greed
 - Sense of entitlement (flaunting of standards)
- Poor self-confidence or self-esteem
- Failure to assume responsibility for our actions (externalization)
- Impairment (fatigue, illness, depression, substance abuse)
- Pressure from others (real or perceived)
- Poor respect for appropriate boundaries
 - Conflicts of interest and dual relationships
 - Sexual exploitation and sexual harassment



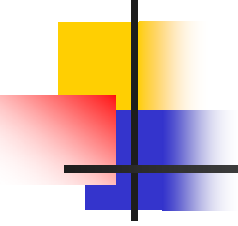
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What can we do to help ensure that we behave in a professional manner?

- We can ask ourselves:
 - Would I do this if someone else were watching or knew about it?
 - Whose needs are being served by this behavior?
- Consultation with colleagues
- Responsibility for the behavior of our colleagues



Trust