The Anatomy of a Laboratory Professional
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Session Purpose and Learning Objectives
• Purpose: This session will introduce concepts of professional identity, ranging from self-perception to self-actualization, opportunities for growth and development, and engagement for interprofessional collaboration.
• At the conclusion of the presentation, participants will:
  • Explain the attributes of a laboratory professional
  • Collaborate with other health care professions to provide optimal patient care
  • Evaluate your professional development and self-actualization

Personality
• The quality or state of being a person
• The condition or fact of relating to a particular person
• The complex of characteristics that distinguishes an individual or a nation or group
• The totality of an individual's behavioral and emotional characteristics
• Distinction or excellence of personal and social traits; a person having such quality

Six perspectives of personality
• Psychoanalytic – unconscious motivations; S. Freud
• Behavioral – intentional/unintentional shaping; J. Piaget
• Humanistic – inner capacity for growth; A. Maslow
• Trait – specific dimensions of personality; H. J. Eysenck
• Social-Cognitive – adds interaction and cognition to behavior theory; A. Bandura
• Biological – body types, twin studies, genetics, evolution, temperament, etc. ...

What is professional identity?

Social Cognitive Theory
Bandura's Triadic Reciprocal Determinism

https://wikispaces.psu.edu/display/PSYCH484/7.+Self-Efficacy+and+Social+Cognitive+Theories
Self-Efficacy Theory

Professional Identity and Self-Efficacy

Maslow's hierarchy of needs

Unconditional positive regard
Who are we?

- **Compartmentalization:**
  - Possess skills in financial operations, marketing, and human resource management of the clinical laboratory.

- **Dominance:**
  - Practice independently and collaboratively.
  - Demonstrate leadership and ethical decision-making in the management of laboratory operations.

- **Juggling multiple roles:**
  - Perform, develop, evaluate, correlate, and ensure accuracy and validity of laboratory information.
  - Direct and supervise clinical laboratory resources and operations.
  - Possess knowledge and skills in laboratory medicine, patient care, and patient safety.
  - Collaborate in the diagnosis and treatment of patients.
  - Possess skills in multi-level functions in the areas of analysis and clinical decision making, information management, regulatory compliance, education, and quality assurance/ performance improvement in laboratory operations.

How does ASCLS fit into our professional identity?

- **ASCLS Mission:**
  - To advance the role of laboratory professionals through leadership and dedicated service.
  - To enhance the quality and accessibility of laboratory services.

- **ASCLS Values:**
  - Excellence in service.
  - Professionalism.
  - Quality and integrity.
  - Diversity and inclusion.

Who are we?

- The entry level medical laboratory scientist will have the following basic knowledge and skills:
  - Application of safety and governmental regulations and standards as applied to clinical laboratory science.
  - Principles and practices of professional conduct and the significance of continuing professional development.
  - Communications sufficient to serve the needs of the patient, the public, and members of the health care team.
  - Principles and practices of administration and supervision as applied to clinical laboratory science.
  - Educational methodologies and terminology sufficient to train/educate users and providers of laboratory services.
  - Principles and practices of clinical study design, implementation, and dissemination of results.

Juggling multiple roles

- Intersection:
  - "I am a medical laboratory scientist who is also a educator."

- Dominance:
  - "I am a medical laboratory scientist who is also a specialist in hematology, but being a medical laboratory scientist is more important."

- Compartmentalization:
  - "I am a medical laboratory scientist and sometimes I speak at ASCS meetings."

- Holism:
  - "I am a medical laboratory scientist who has worked in hospitals, reference, and research laboratories. Their experiences were very diverse and helped me achieve my goal to be a laboratory director for a national toxicology laboratory."

- Augmentation:
  - "I am a medical laboratory scientist who joined ASCS as a student and continued to support the organization. ASCS helped me hone my professional skills, helped me network with other professionals, and made me who I am today."

*Prerequisite: Standards of Accredited Educational Programs for the Clinical Laboratory Sciences, 2021.*
Tools to improve our self-identity and self-efficacy

- Engage in self-reflection:
  - Does what I am currently engaged in provide meaning for me?
  - Do I enjoy what I am currently doing?

- Engage in socialization:
  - “A longer, more intense socialization period has been shown to reinforce a stronger professional identity”
  - Divestiture tactics — “stripping away an old identity to create a new”

- Engage in multiple roles
  - The highest form of engagement is most often seen in people who juggle multiple roles and who find congruency in those roles.

So how does this help us with other health professions?

Medical Students

Attributes of Professional Behavior

Nursing students

Pharmacy students
Be Kind to one another and remember the great philosophers

• Plato: To Do is to Be.
• Aristotle: To Be is to Do.
• Sinatra: Do Be Do Be Do!

Thank you!

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