

**ASHEVILLE BUNCOMBE TECHNICAL COMMUNITY COLLEGE**

**ALLIED HEALTH DIVISION FUNCTIONAL ABILITIES**

**MEDICAL LABORATORY TECHNOLOGY**

A prospective Medical Laboratory Technology candidate must demonstrate the physical and psychological ability to provide safe, competent patient care. Every prospective student must assess his or her ability prior to choosing Medical Laboratory Technology as a career. To understand the physical and psychological qualifications needed for successful Medical Laboratory Technology, the functional abilities have been listed below.

In the case of a qualified individual with a documented disability, appropriate and reasonable accommodations will be made unless to do so would fundamentally alter the essential training elements, cause undue hardship, or produce a direct threat to the safety of the patient or student.

Students must certify the ability to meet the functional abilities of the profession by a signed statement in the beginning of the program.

<b>ISSUE</b>	<b>STANDARD</b>	<b>EXAMPLES (program specific)</b>
<b>CRITICAL THINKING</b>	Ability sufficient for clinical judgment.	<ul style="list-style-type: none"><li>▪ Ability to measure, calculate, reason, analyze, integrate and synthesize information.</li><li>▪ Ability to prioritize and perform multiple procedures accurately, efficiently and safely under stressful conditions within significant time constraints.</li><li>▪ Ability to exercise independent, ethical judgment and to think logically in the performance of duties.</li><li>▪ Ability to employ critical thinking skills in performance of duties and problem solving in the laboratory environment.</li><li>▪ Be able to access information from books, reference manuals, computers, paper and electronic medical documents to perform duties and safely use equipment without assistance.</li><li>▪ Be able to progress toward minimal supervision as with advancement through the program.</li></ul>
<b>INTERPERSONAL SKILLS</b>	Abilities sufficient to interact with individuals, families and groups from a variety of social, emotional, cultural and intellectual backgrounds.	<ul style="list-style-type: none"><li>▪ Adaptable to circumstances in a highly stressful, rapidly changing clinical environment.</li><li>▪ Effectively deal with anxiety, stress, hostility and fear in a calm manner.</li><li>▪ Interact appropriately and respectfully with patients and coworkers of diverse characteristics, beliefs and life style practices.</li><li>▪ Display compassion, empathy and concern for others.</li><li>▪ Ability to maintain patient confidentiality.</li><li>▪ Exhibit honesty, integrity, dependability and accountability in the</li></ul>

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		<ul style="list-style-type: none"> <li>performance of one's laboratory responsibilities.</li> <li>▪ Project an image of professionalism including appearance, dress and attitude.</li> <li>▪ Demonstrate a cooperative , supportive, positive , professional attitude.</li> </ul>
<b>COMMUNICATION</b>	Abilities sufficient for interaction with others in verbal and written form.	<ul style="list-style-type: none"> <li>▪ Read, write, speak and report accurately and effectively in English.</li> <li>▪ Comprehend and carry out complex written and oral instructions given in English.</li> <li>▪ Evaluate and communicate diagnostic information in a professional manner to the healthcare team.</li> <li>▪ Create organized, legible and coherent written documentation.</li> <li>▪ Communicate with patients and members of the healthcare team in a clear, concise and professional manner.</li> </ul>
<b>MOBILITY</b>	Physical abilities sufficient to move in one's environment with ease and without restriction.	<ul style="list-style-type: none"> <li>▪ Move freely and safely in the laboratory, patient care areas, elevators and stairways.</li> <li>▪ Reach and bend to access laboratory bench tops and shelves, patients in hospital beds and phlebotomy collection stations.</li> <li>▪ Assist patients in and out of phlebotomy collection stations.</li> <li>▪ Sufficient physical endurance to perform prolonged periods of walking, standing and sitting.</li> <li>▪ Lift and move objects of at least 25 pounds.</li> <li>▪ Ability to safely maneuver and perform laboratory procedures with chemicals and biohazardous specimens.</li> </ul>
<b>MOTOR SKILLS</b>	Gross and fine motor abilities sufficient to provide safe and effective medical laboratory skills.	<ul style="list-style-type: none"> <li>▪ Ability to perform delicate manipulations which require sufficient eye-motor coordination.</li> <li>▪ Ability to perform manual laboratory procedures with dexterity.</li> <li>▪ Ability to operate sensitive laboratory equipment, including computers, touch screens and keyboards.</li> </ul>
<b>HEARING</b>	Auditory abilities sufficient to monitor and assess health needs.	<ul style="list-style-type: none"> <li>▪ Possess auditory ability sufficient to communicate with patients and members of the healthcare team.</li> <li>▪ Detect and evaluate the sounds of equipment and alarms.</li> <li>▪ Ability to communicate through a telephone.</li> </ul>
<b>VISUAL</b>	Visual ability sufficient for observation and assessment necessary in Medical Laboratory Technology.	<ul style="list-style-type: none"> <li>▪ Possess adequate visual ability that allows the determination of minute and microscopic areas of detail, very small variations in color and adequate depth perception (Size, shape, and texture).</li> <li>▪ Ability to distinguish color, clarity, and viscosity of specimens, reagents,</li> </ul>

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		<p>and other testing products.</p> <ul style="list-style-type: none"> <li>▪ Be able to manipulate a clinical binocular microscope to discriminate among fine structural and color differences in microscopic specimens.</li> <li>▪ Read and comprehend text, numbers, and graphs in small print and on a monitor screen.</li> </ul>
<b>TACTILE</b>	Tactile ability sufficient for physical assessment.	<ul style="list-style-type: none"> <li>▪ Have the ability to palpate and interpret the findings.</li> </ul>
<b>ENVIRONMENTAL</b>	Possess the ability to tolerate environmental stressors.	<ul style="list-style-type: none"> <li>▪ Have the ability to focus and concentrate in a high stress, fast paced work environment.</li> <li>▪ Able to perform all Medical Laboratory tasks adhering to regulatory agencies' guidelines.</li> <li>▪ Safely work with potentially infectious specimens and other hazardous materials.</li> </ul>
<b>EMOTIONAL</b>	Possess emotional stability sufficient to maintain composure in stressful situations and assume responsibility / accountability for actions.	<ul style="list-style-type: none"> <li>▪ Ability to perform multiple procedures accurately, efficiently and safely under stressful conditions and significant time constraints.</li> <li>▪ Ability to exercise independent, ethical judgment and to think logically in the performance of duties.</li> <li>▪ Be adaptable and professional to unpleasant situations common in the clinical setting.</li> <li>▪ Demonstrate integrity and accountability in both the academic and clinical setting.</li> <li>▪ Present self in a professional manner in both the academic and clinical setting.</li> </ul>

Asheville-Buncombe Technical Community College is invested in full ADA compliance. The Disability Services Office is part of the K Ray Bailey Student Services Center. For detailed information contact the Disability Support Services Office at [supportservices@abtech.edu](mailto:supportservices@abtech.edu) or (828) 398-7581. An appointment with the Disability Services Coordinator is recommended in order to discuss any special concerns.