

**McLennan Community College**  
**Medical Laboratory Technician and Phlebotomy Programs**  
**Essential Requirements**

These essential requirements are non-academic capabilities and tasks required by the medical laboratory technology and phlebotomy programs at McLennan Community College that reflect the physical, emotional, and professional demands required of the medical laboratory technician and phlebotomist.

**Observation**

The student must be able to:

- Observe laboratory demonstrations in which lab procedures are performed on biological specimens (i.e., body fluids, culture materials, tissue sections, and cellular specimens).
- Characterize the color, odor, clarity, and viscosity of biological specimens and reagents.
- Use a clinical grade binocular microscope to discriminate among fine differences in structure and color (hue, shading, and intensity) in microscopic specimens.
- Read and comprehend text, numbers, and graphs displayed in print and on a monitor or audiovisual media.

**Motor and Sensory Skills**

The student must be able to:

- Move freely and safely about the laboratory in a timely manner.
- Lift and move objects weighing 20 pounds.
- Perform laboratory testing adhering to existing laboratory safety standards.
- Reach laboratory bench tops and shelves, patients lying in hospital beds or patients seated in specimen collection furniture.
- Travel to numerous clinical laboratory sites for practical experience.
- Perform moderately taxing continuous physical work, often requiring prolonged sitting and/or standing, over several hours.
- Grasp, hold, transport, and utilize specimens, reagents, hazardous chemicals and equipment in a safe manner as needed to perform laboratory testing.
- Obtain patient specimens in a timely, safe, and professional manner (e.g. perform phlebotomy).
- Use laboratory equipment (e.g. pipettes, inoculating loops, test tubes) and instruments to perform laboratory procedures according to established laboratory guidelines.
- Use a computer to operate laboratory instruments and to calculate record, evaluate, and transmit laboratory information.
- Troubleshoot and correct equipment malfunctions.
- Detect and respond to emergency and instrumentation signals, lights, and sounds.

**Communication**

The student must be able to:

- Communicate effectively in written and spoken English; comprehend and respond to both formal and colloquial English, including person-to-person, by telephone, and in writing.
- Appropriately assess nonverbal as well as verbal communication.
- Read and comprehend technical and professional materials (i.e., textbooks, journal articles, handbooks, and instruction manuals).
- Follow verbal and written instructions in order to correctly and independently perform laboratory test procedures.
- Clearly instruct patients prior to and during specimen collection.
- Demonstrate sensitivity, confidentiality, and respect when speaking with or about patients or patients' information.
- Communicate clearly, accurately and tactfully with patients, faculty members, fellow students, staff, and other health care professionals verbally and in a recorded format (writing, typing, graphics, or telecommunication.)
- Independently prepare papers, prepare laboratory reports, and take paper, computer, and laboratory practical examinations.

Verbal communication includes the ability to ask and respond to formal and informal questions with confidence at an appropriate professional level.

Written communication includes the ability to use correct grammar and spelling as well as the appropriate level of formality.

**Intellectual Skills**

The student must be able to:

- Comprehend, measure, calculate, reason, integrate, analyze, evaluate, correlate, problem-solve and compare.
- Recognize abnormal laboratory results (e.g. patient and QC) and take appropriate action.
- Demonstrate critical-thinking and judgment skills appropriate to a given situation.

**Behavior**

The student must be able to:

- Organize and prioritize work, performing multiple tasks within given time constraints and under stressful conditions while maintaining the ability to communicate clearly.
- Possess the emotional health necessary to effectively employ intellect and exercise appropriate judgment.
- Be able to provide professional and technical services while experiencing the stresses of task-related uncertainty (i.e., ambiguous test ordering, ambivalent test interpretation), emergency demands (i.e., "stat" test orders), and a distracting environment (i.e., high noise levels, crowding, complex visual stimuli).
- Be flexible and adapt to professional, technical, and academic changes.
- Recognize potentially hazardous materials, equipment, and situations and proceed safely in order to minimize risk of injury to patients, self, and nearby individuals.
- Recognize emergency situations and take appropriate actions.
- Adapt to working with unpleasant biological specimens.
- Support and promote the activities of fellow students and of health care professionals. Promotion of peers helps further a team approach to learning, task completion, problem-solving, and patient care.
- Be honest, compassionate, reliable, ethical, and responsible.
- Accept and act on constructive criticism, critically evaluate self performance, recognize and correct mistakes.
- Exercise independent judgment and accept responsibility for own work.

**Professional Conduct and Appearance**

The student must:

- Maintain general good health and self-care including a well-groomed, neat appearance.
- Maintain patient confidentiality and exercise ethical judgment, dependability, and accountability.
- Show respect for self and others and display attitudes of tolerance and integrity
- Display professional attributes such as punctuality, professional demeanor and presentation, and cooperation.

***I believe that I possess the Essential Requirements described above for entry into the Medical Laboratory Technician Program***

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

The MLT program is accredited by the  
 National Accrediting Agency for Clinical Laboratory Sciences  
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McLennan Community College does not discriminate on the basis of sex, disability, race, creed or religion, color, age, or national origin.

Adapted from: Essential requirements for clinical laboratory science (1996) Clinical Laboratory Science, 9 (1):40-43.  
 Revised 7/10/12 dgs