

## The Medical Coaching Code of Ethics

MCI - The Medical Coaching Institute, is committed to maintaining and promoting excellence in Medical Coaching.

The Medical Coaching Code of Ethics is designed to provide appropriate guidelines, accountability and enforceable standards of conduct for all MCI Professional Medical Coaches, who commit to abiding by the following MCI Medical Coaching Code of Ethics:

### Part One: Definitions

- **Professional Medical Coach (PMC)**: someone who has received a PMC diploma and has a valid MC license, issued by MCI.
- **"Client"** is the person being coached. The Client is an adult, above the age of 17, with no diagnosis of Mental Illness.
- **"Sponsor"** is the entity (including its representatives) paying for and/or arranging coaching services, when this is not done by the Client.
- **"Student"** is someone enrolled in a Medical Coaching training program, run by MCI.
- **"Intern"** is someone who has completed the Medical Coaching training program, has entered the PMC internship program and is supervised by an MCI supervisor.
- **"Supervisor"** is a PMC and a professional coaching Supervisor, who has been additionally mentored and accredited by MCI to be a Medical Coaching Supervisor.
- **A Professional Medical Coaching Relationship** exists when the client and coach sign an agreement/contract that defines the outline of the relationship and the responsibilities of each party.
- **The Medical Coaching Agreement** is a professional agreement between the Medical Coach and client, based on the MCI Medical Coaching agreement outline. It establishes the settings and boundaries of the Medical Coaching relationship.
- **The Medical Coaching License** is a yearly professional license granted by MCI to Professional Medical Coaches that have undergone four supervision sessions and a workshop on Medical Coaching Ethics during the calendar year.
- **Conflict of Interest**: A situation in which a coach has a private or personal interest sufficient to appear to influence the objective of his or her official duties as a Medical Coach and/or a professional.

## **Part Two: The MCI Standards of Ethical Conduct**

### **Professional Conduct at Large: As a Medical Coach, I will:**

1. Conduct myself according to the MCI Code of Ethics in all interactions, including Medical Coaching training, Medical Coaching sessions and Medical Coaching supervisory activities.
2. Commit to take the appropriate action with the client, sponsor, or supervisor and/or contact MCI to address any ethics violation or possible breach as soon as I become aware of it, whether it involves me or others.
3. Communicate the ethical boundaries of the MC Code of Ethics to the client and/or sponsor.
4. Use the MCI Medical Coaching agreement form to create a written Medical Coaching agreement that accurately states what I offer as a coach, the process of Medical Coaching and the boundaries of the Medical Coaching relationship.
5. Accurately state my coaching qualifications, expertise, experience, training, certifications and MCI Credentials.
6. Recognize and honor the efforts and contributions of MCI and other colleagues in the Medical Coaching community and only claim ownership of my own material. I understand that violating this standard may leave me subject to legal remedy by a third party.
7. Strive at all times to recognize personal issues that may impair, conflict with and/or interfere with my coaching performance or my professional Medical Coaching relationships. I will promptly seek the relevant professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate my coaching relationship(s) if the facts and circumstances necessitate it.
8. Avoid bartering with my clients.
9. Conduct sessions in a private room, with a closed door where the client can feel safe and comfortable to be fully authentic.
10. Recognize that the Code of Ethics applies to my relationships with coaching clients, students, supervisees and colleagues.

**Conflict of Interest:** As a Medical Coach, I will:

1. Seek to be conscious of any conflict or potential conflict of interest, openly disclose any such conflict and offer to remove myself when a conflict arises.
2. Seek immediate supervision when identifying potential conflicts of interest.
3. Honor the equitable coach/client relationship, when working with a paying client and when working with a Pro Bono client.

**Professional Conduct with Clients:** As a Medical Coach, I will:

1. Ethically speak what I know to be true to clients, prospective clients or sponsors about the potential value of the Medical Coaching process and/or of me as a Medical Coach.
2. Carefully explain and strive to ensure that, prior to or at the initial meeting, my coaching clients and/or sponsors understand the nature of coaching, the nature and limits of confidentiality, the logistic arrangements, and any other terms of the coaching agreement.
3. Use the MCI Medical Coaching agreement as a template for my Medical Coaching agreement with my clients and/or sponsors-before beginning the coaching relationship and honor this agreement. The agreement shall include the roles, responsibilities and rights of all parties involved.
4. Hold responsibility for being aware of and setting clear, appropriate and culturally sensitive boundaries that govern interactions, physical or otherwise, I may have with my clients and/or sponsors.
5. Avoid any sexual or romantic relationship with present or past clients, sponsor, students, mentees or supervisees.
6. Respect the client's right to terminate the coaching relationship at any point during the process, subject to the provisions of the agreement. I shall remain alert to indications of a shift in the value received by the client from the coaching relationship.
7. Advise the client or sponsor to make a change if I believe the client would be better served by another coach or by another resource and suggest my client seek the services of other professionals when deemed necessary or appropriate.
8. Avoid referring clients to specific Medical, Mental Healthcare, Nutritional, Alternative Healthcare and/or Complementary Healthcare professionals.

9. Refer the client to therapy should the following indicators occur( according to The Life-Personal Coach Committee of the International Coach Federation/ Prepared by: Lynn F. Meinke, MA, RN, CLC, CSLC):
- Client is exhibiting a decline in his/her ability to experience pleasure and/or an increase in being sad, hopeless and helpless.
  - Has intrusive thoughts or is unable to concentrate or focus.
  - Is unable to get to sleep or awakens during the night and is unable to get back to sleep or sleeps excessively.
  - Has a change in appetite: decrease in appetite or increase in appetite.
  - Exhibits feelings of responsibility and guilt for the condition, suffering or death of others.
  - Has feelings of intense despair or hopelessness.
  - Is being hyper-alert and/or excessively tired.
  - Has increased irritability or outbursts of anger.
  - Exhibits impulsive and risk-taking behaviour.
  - Has thoughts of death and/or suicide.
  - Is under the influence of medication that alters their ability to be fully resourceful.
10. Avoid making personal comments or judgments regarding my client's Medical caregivers/care takers and/or medical treatment.
11. Avoid coaching a client that has not explored medical advice and/or consult before coming to Medical Coaching.
12. Avoid contacting and interacting with my client's caregivers (medical, para-medical and/or familial) without my client's written consent and/or presence.

**Continuing Development:** As a Medical Coach, I commit to continue to develop my professional skills.

## **Part Three**

### **Confidentiality/Privacy: As a coach I will:**

1. Ensure my client and/or sponsor understand the difference between confidentiality and privilege in the context of the disclosure of Medical information and are fully aware that I can only offer confidentiality.
2. Maintain, store and dispose of any records, including electronic files and communications, created during coaching sessions in a manner that promotes confidentiality, safety and privacy and complies with the applicable laws and agreements in my country.
3. Refrain from having any medical document related to my clients' medical, physical or mental conditions in my possession
4. Maintain the strictest levels of confidentiality with all clients and/or sponsors information unless release is required by law.
5. Avoid asking for any information of Medical nature other than my client's diagnosis.
6. Have a clear agreement about how coaching information will be exchanged among coach, client and sponsor.
7. Have a clear agreement when acting as a coach, coach mentor, coaching supervisor or trainer, with both client and sponsor, student, mentee, or supervisee about the conditions under which confidentiality may not be maintained (e.g., illegal activity, pursuant to valid court order; imminent or likely risk of danger to self or to others; etc.) and make sure both client and sponsor, student, mentee, or supervisee voluntarily and knowingly agree in writing to that limit of confidentiality.
8. Avoid advertising Medical Coaching case studies in social media other than closed Medical Coaching forums authorized a-priori by MCI.



## **Part four: The MCI Pledge of Ethics:**

As Professional Medical Coach, I acknowledge and agree to honor my Ethical and legal obligations to my coaching clients and sponsors, colleagues, and to the public at large. I pledge to comply with the MCI Code of Ethics and to practice these standards with those whom I coach, teach, mentor and/or supervise.

Should I breach this Pledge of Ethical Conduct or any part of the MCI Code of Ethics, I agree that MCI may hold me accountable for it.

**I agree that as part of my accountability to MCI, Medical Coaching and the Medical Coaching Code of Ethics a breach of this conduct may include sanctions, such as loss of my Medical Coaching License.**

Name: \_\_\_\_\_

Medical Coaching License Number: \_\_\_\_\_

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

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

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