

Essential Functions for Medical Laboratory Technicians

The MLT student must be able to:

- **Physical Ability:**
 - Move freely and safely about a laboratory.
 - Reach laboratory bench tops and shelves, patients lying in hospital beds or patients seated in specimen collection furniture.
 - Perform moderately taxing continuous physical work, often requiring prolonged sitting, over several hours
 - Maneuver phlebotomy and culture acquisition equipment to safely collect valid laboratory specimens from patients
 - Be able to lift and move reagents and boxes >50 lbs.
 - Control laboratory equipment (i.e. pipettes, inoculating loops, test tubes) and adjust instruments to perform laboratory procedures.
 - Use an electronic keyboard (i.e. 101-key IBM computer keyboard) to operate laboratory instruments and to calculate, record, evaluate, and transmit laboratory information.
 - Perform all tasks independently

- **Visual & Hearing Ability**
 - Observe laboratory demonstrations in which biologicals (i.e., body fluids, culture materials, tissue sections, and cellular specimens) are tested for their biochemical, hematological, immunological, microbiological, and histochemical components.
 - Characterize the color, odor, clarity, and viscosity of biologicals, reagents, or chemical reaction products.
 - Employ a clinical grade binocular microscope to discriminate among fine structural and color (hue, shading, and intensity) differences of microscopic specimens.
 - Read and comprehend text, numbers, and graphs displayed in print and on video monitor.
 - Listen and appropriately respond to verbal directions.
 - Able to hear and respond appropriately to spoken English both directly and by telephone.

- **Speech/Communication**
 - Read and comprehend technical and professional materials (i.e. textbooks, magazines, and 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 specimen collection
 - Effectively, confidentially, and sensitively converse with patients regarding laboratory tests.

- Communicate with 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

- **Critical Thinking:**
 - Identify cause-effect relationships in laboratory situations
 - Solve problems
 - Consider consequences of solutions
 - Make and defend sound judgments
 - Establish priorities
 - Distinguish significant from insignificant
 - Note relationships and patterns
 - Evaluate outcomes
 - Organize workload and manage time in order to complete technical tasks within realistic time limits

- **Emotional Stability**
 - Support peers and health care professionals in order to promote a team approach to learning, task completion, problem solving and patient care
 - Be honest and forthright about errors
 - Critically evaluate performance, accept constructive criticism, and be responsible for improving performance
 - Be compassionate and ethical
 - Ability to work in a high-stress environment: respond to emergencies and maintain emotional control
 - Calmly react to urgent situations
 - Recognize own stress level and communicate need for assistance appropriately
 - Set realistic expectations to meet requirements
 - Perform multiple tasks and establish priorities

- **Ability to Travel**
 - Able to commute to numerous clinical laboratory sites for clinical training