



Medical Coaching Training Program

Module 2 – Process

Medical Coaching Ethics

Ethics:

Doctrines and theories dealing with virtues and human moral.

Ethics assumes: The 'good' exists and the human being is capable of knowing and following it.

Professional Ethics:

- Focus on conduct and moral decisions within the context of a particular professional relationship.
- An agreed set of professional human behavior rules related to a specific profession.

The Four principles of Ethics -

- Autonomy (one's right to decide on his/her fate)
- Do no harm (duty of care)
- Making good (benefit, useful)
- Doing good (justice)

*The core principle in providing services of any kind is:
Doing good and do no harm.
(based on the Hippocratic Oath)*

When identifying a dilemma, 2 questions need to be asked:

1. Is Medical Coaching the appropriate process?
2. Am I the right coach (professionally and personally)?

The Coaching Relationship

- The Coaching relationship is a Trust (Fiduciary) relationship.
- The coaching relationship is based on trust; trusting the Coach's professionalism and integrity.
- The client entrusts his/her personal interest into the Coach's hands.

Confidentiality

- A legal duty that is placed on all coaches, derived from the trust (fiduciary) relationship between the coach and the client.
- The information disclosed by the client has a quality of confidence about it.
- The client is the owner of the confidential information; it is the client's natural expectation that it is kept confidential.
- The information was disclosed in circumstances where there was an obligation of confidence.

Exceptions to Confidentiality -

- The client consents in a written and specific waiver to disclose information.
- A risk of harm to the client or others.
- Serious illegality that should be reported to the authorities as required by the Law.

Remember -

1. When addressing the coaching agreement - discussion on confidentiality needs to include: nature of confidentiality, limitations and authorized disclosure.
2. All information obtained in the course of the coaching relationship is confidential unless there is a compelling professional reason for its disclosure.
3. Do not solicit private information unless it is essential in the provision of service.
4. Take practical and lawful steps to assure your records are in a safe place.
5. Be aware of current legal requirements.

Privilege

Privilege is a legal concept, related to confidentiality that protects communications between a patient/client and his/her doctor/lawyer/therapist from being used against the patient/client in a court of law.

Privilege vs. Confidentiality -

Coaching is a non-privileged relationship and its communications are kept confidential; coaches could be compelled to disclose through the legal action of the client.

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