

VIRTUE MEDICINE

PROFESSIONALISM PROGRAMS ~ EXECUTIVE COACHING

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Professional At-Risk Evaluation

Overview: Our Professional-At-Risk evaluation is properly considered a specialized coaching consultation for concerns about professionalism, both behavioral and motivational. Our interdisciplinary expertise in behavioral assessment, executive coaching, moral reasoning, and communication skills are brought to bear on assessing the professional's aptitudes and capacities. These are not medical or psychiatric fitness-for-duty evaluations, nor should they be considered an approximation or substitute for medical evaluation. No medical/psychiatric diagnoses or medical treatment plans are provided by our coaches. This differentiation of our consultative-coaching from medical evaluations helps us support organizations and professionals to rigorously address and establish attitudes and behaviors appropriate to professionalism in the workplace, distinct and separate from personal health concerns and those considerations that specially apply to medical needs. Sensitive personal issues that are discovered in the process of the evaluation will be disclosed to the referring entity at our sole discretion and in accordance with ethical standards of consultative-coaching practice, which is when the disclosure is both needed and relevant to understand our summary findings and recommendations. **Privacy and its limits under the standards of the International Coaching Federation are covered in explicit detail during the informed consent process with the professional.**

The process proceeds with the following steps:

Review of the Referring Questions and Case Documentation: Our providers clarify what the referring client (the organization) needs to obtain from the evaluation, to ensure that expectations and questions can be met and answered by the scope of our assessment process. The team then has a thorough review of all written documentation that the referring client provides for the assessment, typically including any performance reviews and complaints. If the organization requires assistance in collecting information from involved parties, we are able to help facilitate this through survey or additional conferences and interviews.

Detailed Interviews: We schedule two days of interviews with the referred professional. The first day involves a 2-3 hour evaluation with Dr. Tansey. The second day is a full day with Dr.

Cartaya, with an interview and multiple standardized aptitude assessments. The aptitude assessments include trait, communication and interpersonal measures, behavior and mood inventories, inventories of strengths, projective measures, and others. Depending on the referring questions, Dr. Cartaya may also include skills-based assessments which focus on interpersonal relationships, conflict management, work-place preferences, and stress management.

These days can be booked on two consecutive days, and preferably, within a one week time-frame, depending on the availability of the professional. The time from the first evaluation with Dr. Tansey to the provision of the final report is usually less than 3 weeks, dependent on the professional's availability for scheduling the second day of interview and assessments.

Interdisciplinary Report: Dr. Tansey and Dr. Cartaya collaborate to provide a focused summary report to answer the referring client's questions and to provide a recommendation within the scope of our consultative expertise. The report will, at a minimum, comment on the professional's fund of knowledge and reasoning skills in value-judgments, personality and communication strengths and vulnerabilities, challenges that are impairing insight or conduct, and readiness for change. **Additional medical evaluations outside of Virtue Medicine may be recommended if we uncover evidence of impairments due to medical, mental health or substance abuse issues during the course of our evaluation process, but our coaches will not be utilizing their medical or psychological training to identify medical diagnoses or provide medical treatment plans.**

Options for Follow-Up: Whether we meet with the referred professional to discuss the findings and the report is dependent on the preferences of the referring entity. We are available for conferencing with the referring entity to discuss the report findings and its use in the organizational action plan.

Options for Remediation: Subsequent remediation and coaching work is available following a Professional-At-Risk Assessment, if requested by the referring entity. Virtue Medicine's *Ethics and Professionalism Curriculum* and our specialized *Advocacy Track Coaching* may be appropriate for the referred professional. We are very committed to working with our referring entities and their professionals to help achieve and maintain success in the workplace.