

Philosophy and Definition of the MIDAS® Professional

Working with the MIDAS adheres to a form of professional behavior in teaching, coaching, mentoring and counseling that honors the client as the expert in his/her life and work and believes that every client is creative, resourceful and whole.

Standing on this foundation the responsibility of the professional is to:

- Discover, clarify, and align with that the client wants to achieve
- Encourage client self-discovery
- Elicit client-generated solutions and strategies
- Hold the client responsible and accountable

with the help of the MIDAS instrument.

Definition: MIDAS means Multiple Intelligences Developmental Assessment Scales. The MIDAS Professional bases his or her work on the above principles and adheres to the code of ethics as described below.

The Standards of Ethical Conduct

Professional Conduct at Large

1. I will conduct myself in a manner that reflects positively upon Multiple Intelligences and the MIDAS professionals and I will refrain from engaging in conduct or making statements that may negatively impact the public's understanding or acceptance of Multiple Intelligences and the MIDAS instrument.
2. I will at all times strive to recognize personal issues that may impair, conflict or interfere with my performance or my professional relationships when working as a MIDAS Professional. Whenever the facts and circumstances necessitate, I will promptly seek professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate my coaching relationship(s).
3. As a MIDAS Professional I will conduct myself in accordance with the Code of Ethics in all work situations.
4. I will accurately create, maintain, store and dispose of any records of work done in relation to the work with the MIDAS in a way that promotes confidentiality and complies with the applicable laws.

Professional Conduct with Clients

5. I will be responsible for setting clear, appropriate and culturally sensitive boundaries that govern any physical contact that I may have with my clients.
6. I will construct clear agreements with my clients, and will honor all agreements made in the context of the professional relationships and the administration and use of the MIDAS instrument.
7. I will ensure that prior to or at the initial session, my client understands the nature of the use of the MIDAS, the bounds of confidentiality, financial agreements and other terms of our agreement.
8. I will accurately identify my qualifications, expertise and experience as a MIDAS Professional.
9. I will not intentionally mislead or make false claims about what my client will receive from the feedback and validation process and from the MIDAS or from me as their MIDAS Professional.
10. I will not give my clients or prospective clients information or advice I know or believe to be misleading.



11. I will not knowingly exploit any aspect of the MIDAS Professional-client relationship for my personal, professional or monetary advantage of benefit.

12. I will take all reasonable steps to notify the appropriate authorities in the event a client discloses an intention to endanger self or others.

Confidentiality / Privacy

13. I will respect the confidentiality of my client's information, except as otherwise authorized by my client, or as required by law.

14. I will obtain agreement from my clients before releasing their names as clients or references, or any other client identifying information.

15. I will obtain agreement from the person with whom I work as MIDAS Professional before releasing information to another person compensating me.

16. Conflict of Interest

17. I will seek to avoid conflicts between my interests and the interests of my clients.

18. Whenever any actual conflict of interest or the potential for a conflict of interest arises, I will openly disclose it and fully discuss with my client how to deal with it in whatever way serves best my client.

19. I will disclose to my client all anticipated compensation from third parties that I may receive for referrals of that client.

Conditions of Sale

20. Certified MIDAS Professionals are permitted to order the MIDAS. Certified users may not supply or resell the MIDAS to others, nor permit non-certified persons to use or interpret the profiles.

21. All profiles of the MIDAS must be examined and checked before the feedback session. This ensures that any problems arising from the profile can be detected in good time.

If I break this Code of Ethics or conditions, I agree that MIDAS owner in its sole discretion may hold me accountable for so doing. I further agree that my accountability to MIDAS owner for any breach may include loss of my certification as a MIDAS Professional and loss of access to any privileges associated with the MIDAS.

Name _____

Date _____

This Code of Ethics uses parts of the Code of Ethics of the International Coach Federation as guideline.

Date 07-04-2021.

MIDAS professionals who wish to use the MIDAS® for psychodiagnostic purposes are required to be certified mental health professionals, such as registered psychologists, psychotherapists or psychiatrists. E.g. APA (American Psychological Association) or BAPD (basisaantekening Psychodiagnostiek) NVO (Nederlandse Vereniging van Pedagogen) / NIP (Nederlands Instituut van Psychologen).

