




Performance Objectives

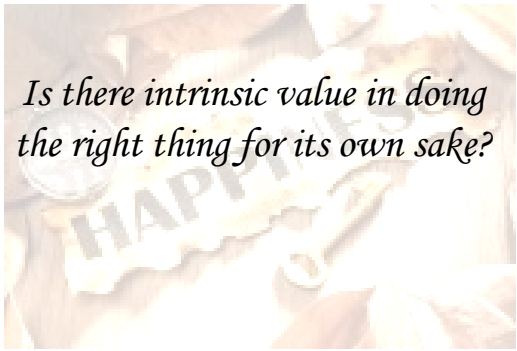
- Open the discussion about ethical decision making
- Provide for on-going development of traits that build ethical behavior



Codes of Ethics

- Different Professions
- Include ethics, professional standards of conduct, and legal standards
- Situational implications





Is there intrinsic value in doing the right thing for its own sake?

Underlying Theories of Ethics

- Consequentialism: focus on the consequences of actions; do the greatest or most final good
- Deontological: Abiding by rules, regardless of the consequences

Two kinds of ethical dilemmas

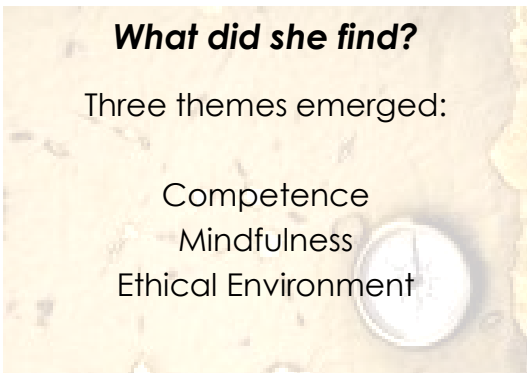
- Those for which you prepare
- Those that you manage through informed reacting (like a car accident)



The Experience of Exemplars

- An Interpretive Inquiry into the Experience of Highly Ethical Psychologists
- Anne Marie Dewhurst
- Qualitative Dissertation, January 2006
- Phenomenological study which “attempts to explicate the meanings as we live them in our everyday experience.”





Competence

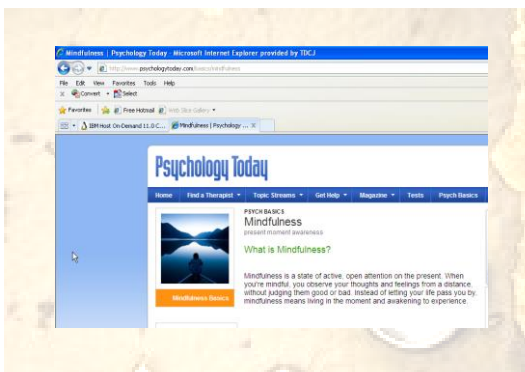
- What does it mean to be competent?
- How does one become competent?

Personal commitment to excellence, inherent in which is accountability to self and others.

Mindfulness

- To be conscious of, to take heed
- Know oneself so that the opportunity to be helpful to others is maintained

Mindfulness is developed through focus, practice, and reflection



Character Based Virtues

Honesty

Integrity

Humility



Honesty

Being fair and just in character and behavior, not cheating or stealing, free from deceit and untruthfulness and showing fairness. (Oxford English Dictionary)



Integrity

- Quality of possessing and steadfastly adhering to high moral principles or professional standards
- Moral uprightness, wholeness, and soundness

Integrity can be expressed in transparency – who we are internally matches who we are externally.



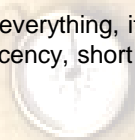
Humility

- To be humble; reflecting, expressing or offered in a spirit of deference (Webster's Collegiate Dictionary)
- Having or showing a low estimate of one's importance (OED)
- Opposite of arrogant



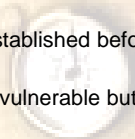
Humility

- Without humility there is a lack of self-scrutiny or vigilance that leaves us vulnerable
- When we believe we know everything, it leads to arrogance, complacency, short cuts, and ultimately trouble



Ethical Environment

- Professional Courage
- Acknowledging vulnerability, fear of being judged, and working to make a safe place to collaborate
- Even islands are connected under the surface – we must confer with others
- The support system must be established before we need it
- Not ideal or iconic: human and vulnerable but committed to ethical practice.



Reflection

- What does it mean to reflect on an issue as part of a decision or prior to taking action?
- Reflection includes:
 - Internal Dialogue
 - Critical Analysis
 - External Discussion



“Ethical conduct is really a style of life and a philosophy, so it’s not something you just put on when you’re in trouble, or put on when you have a problem. It’s a way of being.” (Betty, a participant in the dissertation study)

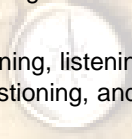
(Betty, a participant in the dissertation study)

Habits are formed through action

Courage is developed through courageous acts.

Honesty is developed by telling the truth.

Ethics are developed by learning, listening, discussing, observing, questioning, and practicing.



The Ethical You

You need to build professional knowledge and curiosity (competence); know who you are and be oriented to care about what you do (mindfulness); and be aware of the context in which and the people with whom you work (ethical environment).
