

Colleagues and Ethics: Am I My Co-Worker's Keeper

Program Description

While codes of ethics address professional responsibilities toward clients, an often overlooked yet challenging area of ethical conduct involves responsibilities to colleagues. How can co-workers distinguish between differences in personal style and deviations from appropriate practice? When colleagues know of problems in an associate's personal life (such as addiction, serious illness or relationship problems) should they take action at the workplace? Even when behavior is clearly impaired, incompetent, or unethical, how much can and should colleagues reasonably do to address the problems?

This session will examine the spectrum of ethical issues professionals encounter in colleagues and the prevailing ethical standards to address them. The workshop also focuses on the necessity of moral courage to face such matters, and the skills and strategies needed to intervene effectively.

Program Objectives

Upon completion of this program, participants should be able to:

1. List the troubling behaviors that are commonly revealed in co-worker, colleague, or supervisory relationships;
2. Name applicable standards from psychology, social work, counseling and other codes of ethics;
3. Outline the steps in ethical decision making;
4. Explain the features and impediments to moral courage;
5. Describe communication skills and other change strategies to address troubling conduct by colleagues;
6. Illustrative case examples.

Program Agenda *(breaks and lunch are flexible)*

Introductions and overview (15 minutes)

Colleagues' Ethical Issues (CEI) (30 minutes)

Case discussion (30 minutes)

Kidder's paradigm – Right vs. Right dilemmas (30 minutes)

Case discussion (30 minutes)

Applicable standards from ethics codes and key differences among professions. (30 minutes)

Case discussion (30 minutes)

Guidance for ethical decision making re: colleagues (30 – 60 minutes)

Case discussion (30 minutes)

Guidance for Action:

 Moral Courage (30-60 minutes)

 Definitions and impediments to action

 Crucial Conversations (30 minutes)

Case discussion (30 minutes)

Q & A, Wrap –up (15 minutes)

Target audience

Clinicians, case managers, social workers, counselors, psychiatrists, psychologists, educators, advocates, health and human service practitioners.

Contact Hours

3.0 – 6.0 contact hours

Faculty

Dr. Kim Strom is the Smith P. Theimann, Jr. Distinguished Professor of Ethics and Professional Practice at the UNC-Chapel Hill School of Social Work. Dr. Strom teaches in the areas of direct practice, education, and human resource management. Her scholarly interests involve ethics, moral courage, and social work education. She is the former chair of the National Association of Social Workers' National Committee on Inquiry and is active in training, consultation and research on ethics and social work practice. She has written over 60 articles, monographs and chapters on ethics and practice. She is the author of *Straight Talk about Professional Ethics* and *The Ethics of Practice with Minors: High Stakes and Hard Choices* and the forthcoming text *Cultivating Courage*. Dr. Strom-Gottfried is also the co-author of the texts *Best of Boards*, *Direct Social Work Practice* and *Teaching Social Work Values and Ethics: A Curriculum Resource*. Dr. Strom also held an appointment as the UNC Institute for the Arts and Humanities Associate Director for the Academic Leadership Program, which helps prepare and support the next generation of academic leaders. Currently, she serves as Principal Investigator of the UNC School of Social Work behavioral healthcare contract, and has been recently appointed by the chancellor to serve as Director of the UNC - Chapel Hill Office of Ethics Education and Policy Management.