

Personal and Ethical Foundations

Description:

The Personal and Ethical Foundations competency area involves the knowledge, skills, and dispositions to develop and maintain integrity in one's life and work; this includes thoughtful development, critique, and adherence to a holistic and comprehensive standard of ethics and commitment to one's own wellness and developmentgrowth. Personal and ethical foundations are aligned because integrity has an internal locus informed by a combination of external ethical guidelines, an internal voice of care, and our own lived experiences. Our personal and ethical foundations are constantly growing ing through a process of curiosity, reflection, and self-authorship.

One should be able to:

Basic	<ul style="list-style-type: none"> • Articulate key elements of one's set of personal beliefs and commitments (e.g., values, morals, goals, desires, self-definitions), as well as the source of each (e.g., self, peers, family, or one or more larger communities). • Articulate one's personal code of ethics for student affairs practice, which reflects informed by the ethical statements of professional student affairs associations and their foundational ethical principles. • Describe the ethical statements and their foundational principles of any professional associations directly relevant to one's working context. • Identify ethical issues in the course of one's job. • Explain how one's behavior reflects embodies the ethical statements of the profession and address lapses in one's own ethical behavior. • Appropriately question institutional actions which are not consistent with ethical standards. • Utilize institutional and professional resources to assist with ethical issues (e.g., consultation with appropriate mentors, supervisors and/or colleagues, consultation with an association's Ethics Committee). • Articulate awareness and understanding of one's attitudes, values, beliefs, assumptions, biases, and identity as it affects- they affect one's integrity and work with others. • Take responsibility to broaden perspectives by participating in activities that challenge one's beliefs. • Identify the challenges associated with balancing personal and professional responsibilities, and recognize the intersection of one's personal and professional life. • Identify one's primary work responsibilities and, with appropriate, ongoing feedback, craft a realistic, summative self-appraisal of one's strengths and limitations. • Articulate an understanding that wellness is a broad concept comprised of emotional, physical, social, environmental, relational, spiritual, moral, and intellectual elements. • Recognize and articulate healthy habits for better living. • Identify positive and negative impacts on wellness and, as appropriate, seek assistance from available resources. • Identify and describe personal and professional responsibilities inherent to excellence. • Recognize the importance of reflection in personal, professional, and ethical development.
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Intermediate	<ul style="list-style-type: none"> • Identify the present and future meaningfulness of key elements in one's set of personal beliefs and commitments. • Articulate and implement a personal protocol for ethical decision-making. • Explain how one's professional practice aligns with both one's personal code of ethics and ethical statements of professional student affairs associations. • Identify and manage areas of incongruence between personal, institutional, and professional ethical standards. • Distinguish the legal and moral influences on varying codes of ethics. • Identify and articulate the influence of culture in the interpretation of ethical standards. • Identify and address lapses in ethical behavior among colleagues and students. • Seek environments and collaborations that provide adequate challenge such that personal development is promoted, and provide sufficient support such that development is possible. • Identify sources of dissonance and fulfillment in one's life and take appropriate steps in response. • Develop and implement plans to manage competing priorities between one's professional and personal lives. • Bolster one's resiliency, including participating in stress-management activities, engaging in personal or spiritual exploration, and building healthier relationships in and out of the workplace. • Explain the process for executing responsibilities dutifully and deliberately. • Analyze the impact one's health and wellness have on others, as well as our collective roles in creating mutual, positive relationships. • Define excellence for one's self and evaluate how one's sense of excellence impacts self and others. • Analyze personal experiences for potential deeper learning and growth, and engage with others in reflective discussions.
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Advanced

- Evolve personal beliefs and commitments in a way that is true to one's self-internal voice while recognizing the contributions of important others (e.g., self, peers, family, or one or more larger communities).
- Engage in effective consultation and provide advice regarding ethical issues with colleagues and students.
- Model for colleagues and others adherence to identified ethical guidelines and serve as mediator to resolve disparities.
- Actively engage in conversation with others concerning the ethical statements of professional associations.
- Actively support the ethical development of other professionals as well as developing and supporting an ethical organizational culture within the workplace.
- Serve as a role model for integrity and mentor by through sharing personal experiences and nurturing others' competency in this area, and assist colleagues in achieving work/life fulfillment.
- Attend to areas of growth relating to one's anticipated career trajectory.
- Exercise mutuality within relationships and interconnectedness in work/life presence.
- Create and implement an individualized plan for healthy living.
- Demonstrate awareness of the wellness of others in the workplace, and seek to engage with colleagues in a way that supports such wellness.
- Serve as model and mentor for others' in their search for excellence, taking measures to encourage and inspire exceptional work in self and others.
- Design naturally occurring reflection processes within one's everyday work.
- Transfer thoughtful reflection into positive future action.