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<th>Personal and Ethical Foundations</th>
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**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 development growth. 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 through a process of curiosity, reflection, and self-authorship.

**One should be able to:**
• 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.
Intermediate

- 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 deliberatively.
- 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.
- Evolve personal beliefs and commitments in a way that is true to one’s *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.