

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.