

ΣΥΠΕΡΣΙΣΙΟΝ ΑΝΔ ΤΗΕ ΧΟΔΕ ΟΦ ΕΤΗΙΧΣ



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ΩΕΛΧΟΜΕ ΑΝΔ INTROΔΥΧΤΙΟΝΣ



ΕΔΥΧΑΤΙΟΝΑΑ ΟΒΘΕΧΤΙΣΕΣ

- Review of ethics codes
- Discuss supervision as it relates to individual ethics codes
- Discuss ethical dilemmas in regards to supervision
- Discuss strategies for the supervisor in order to facilitate the prevention of ethical violations

ΝΑΣΩ ΧΟΔΕ ΟΦ ΕΤΗΧΣ

National Association of Social Workers

ETHICS CODES PERTAINING TO
SUPERVISION



NASW Code of Ethics – Ethical Standards for Social Workers

“The following ethical standards are relevant to the professional activities of all social workers.”

“Some of the standards are enforceable guidelines for professional conduct, and some are aspirational.”

Source: Code of Ethics of the National Association of Social Workers, 2008

Principles

- Responsibility to Clients
- Responsibility to Colleagues
- Responsibilities in Practice Settings
- Responsibilities As Professionals
- Responsibilities to the Social Work Profession
- Responsibilities to the Broader Society

NASW Code of Ethics - Responsibilities to Colleagues

2.01 Respect

2.02 Confidentiality

2.03 Interdisciplinary Collaboration

2.04 Disputes Involving Colleagues

2.05 Consultation

2.06 Referral for Services

2.07 Sexual Relationships

2.08 Sexual Harassment

2.09 Impaired Colleagues

2.10 Incompetence of Colleagues

2.11 Unethical Conduct of Colleagues

2.01 Respect

- (a) Social workers should treat colleagues with respect and should represent accurately and fairly the qualifications, views, and obligations of colleagues.
- (b) Social workers should avoid unwarranted negative criticism of colleagues in communications with clients or with other professionals...
- (c) Social workers should cooperate with social work colleagues and with colleagues of other professions when such cooperation serves the well-being of clients.

NASW Code of Ethics - Responsibilities to Colleagues

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2.10 Incompetence of Colleagues

2.11 Unethical Conduct of Colleagues

2.02 Confidentiality

Social workers should respect confidential information shared by colleagues in the course of their professional relationships and transactions. Social workers should ensure that such colleagues understand social workers' obligation to respect confidentiality and any exceptions related to it.

NASW Code of Ethics - Responsibilities to Colleagues

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2.11 Unethical Conduct of Colleagues

2.05 Consultation

- (a) Social workers should seek the advice and counsel of colleagues whenever such consultation is in the best interests of clients.
- (b) Social workers should keep themselves informed about colleagues' areas of expertise and competencies...
- (c) When consulting with colleagues about clients, social workers should disclose the least amount of information necessary to achieve the purposes of the consultation.

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2.11 Unethical Conduct of Colleagues

2.07 Sexual Relationships

- (a) Social workers who function as supervisors or educators should not engage in sexual activities or contact with supervisees, students, trainees, or other colleagues over whom they exercise professional authority.
- (b) Social workers should avoid engaging in sexual relationships with colleagues when there is potential for a conflict of interest...

NASW Code of Ethics - Responsibilities to Colleagues

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2.11 Unethical Conduct of Colleagues

2.08 Sexual Harassment

Social workers should not sexually harass supervisees, students, trainees, or colleagues. Sexual harassment includes sexual advances, sexual solicitation, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

NASW Code of Ethics - Responsibilities to Colleagues

2.01 Respect

2.02 Confidentiality

2.03 Interdisciplinary Collaboration

2.04 Disputes Involving Colleagues

2.05 Consultation

2.06 Referral for Services

2.07 Sexual Relationships

2.08 Sexual Harassment

2.09 Impaired Colleagues

2.10 Incompetence of Colleagues

2.11 Unethical Conduct of Colleagues

2.09 Impaired Colleagues

- (a) Social workers who have direct knowledge of a social work colleague's impairment that is due to personal problems, psychosocial distress, substance abuse, or mental health difficulties and that interferes with practice effectiveness should consult with that colleague when feasible and assist the colleague in taking remedial action.
- (b) Social workers who believe that a social work colleague's impairment interferes with practice effectiveness and that the colleague has not taken adequate steps to address the impairment should take action through appropriate channels established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations.

NASW Code of Ethics - Responsibilities to Colleagues

2.01 Respect

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2.03 Interdisciplinary Collaboration

2.04 Disputes Involving Colleagues

2.05 Consultation

2.06 Referral for Services

2.07 Sexual Relationships

2.08 Sexual Harassment

2.09 Impaired Colleagues

2.10 Incompetence of Colleagues

2.11 Unethical Conduct of Colleagues

2.10 Incompetence of Colleagues

- (a) Social workers who have direct knowledge of a social work colleague's incompetence should consult with that colleague when feasible and assist the colleague in taking remedial action.
- (b) Social workers who believe that a social work colleague is incompetent and has not taken adequate steps to address the incompetence should take action through appropriate channels established by employers, agencies, NASW, licensing and regulatory bodies, and other professional organizations.

NASW Code of Ethics - Responsibilities to Colleagues

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2.10 Incompetence of Colleagues

2.11 Unethical Conduct of Colleagues

2.11 Unethical Conduct of Colleagues

- (a) Social workers should take adequate measures to discourage, prevent, expose, and correct the unethical conduct of colleagues.
- (b) Social workers should be knowledgeable about established policies and procedures for handling concerns...
- (c) Social workers who believe that a colleague has acted unethically should seek resolution...
- (d) When necessary, social workers who believe that a colleague has acted unethically should take action...
- (e) Social workers should defend and assist colleagues who are unjustly charged with unethical conduct.

Practice NASW Code of Ethics - Responsibilities in Practice Settings

3.01 Supervision & Consultation

3.02 Education & Training

3.03 Performance Evaluation

3.04 Client Records

3.05 Billing

3.06 Client Transfer

3.07 Administration

3.08 Continuing Education & Staff
Development

3.09 Commitments to Employers

3.10 Labor-Managing Disputes

3.01 Supervision & Consultation

- (a) Social workers who provide supervision or consultation should have the necessary knowledge and skill to supervise or consult appropriately and should do so only within their areas of knowledge and competence.
- (b) Social workers who provide supervision or consultation are responsible for setting clear, appropriate, and culturally sensitive boundaries.

Continued...

Practice NASW Code of Ethics - Responsibilities in Practice Settings

3.01 Supervision & Consultation

3.02 Education & Training

3.03 Performance Evaluation

3.04 Client Records

3.05 Billing

3.06 Client Transfer

3.07 Administration

3.08 Continuing Education & Staff
Development

3.09 Commitments to Employers

3.10 Labor-Managing Disputes

3.01 Supervision & Consultation (continued)

- (c) Social workers should not engage in any dual or multiple relationships with supervisees in which there is a risk of exploitation of or potential harm to the supervisee.
- (d) Social workers who provide supervision should evaluate supervisees' performance in a manner that is fair and respectful.

Practice NASW Code of Ethics - Responsibilities in Practice Settings

3.01 Supervision & Consultation

3.02 Education & Training

3.03 Performance Evaluation

3.04 Client Records

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3.06 Client Transfer

3.07 Administration

3.08 Continuing Education & Staff
Development

3.09 Commitments to Employers

3.10 Labor-Managing Disputes

3.02 Education and Training

- (a) Social workers who function as educators, field instructors for students, or trainers should provide instruction only within their areas of knowledge and competence and should provide instruction based on the most current information and knowledge available in the profession.
- (b) Social workers who function as educators or field instructors for students should evaluate students' performance in a manner that is fair and respectful.

Continued...

Practice NASW Code of Ethics - Responsibilities in Practice Settings

3.01 Supervision & Consultation

3.02 Education & Training

3.03 Performance Evaluation

3.04 Client Records

3.05 Billing

3.06 Client Transfer

3.07 Administration

3.08 Continuing Education & Staff
Development

3.09 Commitments to Employers

3.10 Labor-Managing Disputes

3.02 Education and Training (*continued*)

- (c) Social workers who function as educators or field instructors for students should take reasonable steps to ensure that clients are routinely informed when services are being provided by students.
- (d) Social workers who function as educators or field instructors for students should not engage in any dual or multiple relationships with students in which there is a risk of exploitation or potential harm to the student. Social work educators and field instructors are responsible for setting clear, appropriate, and culturally sensitive boundaries.

Practice NASW Code of Ethics - Responsibilities in Practice Settings

3.01 Supervision & Consultation

3.02 Education & Training

3.03 Performance Evaluation

3.04 Client Records

3.05 Billing

3.06 Client Transfer

3.07 Administration

3.08 Continuing Education & Staff
Development

3.09 Commitments to Employers

3.10 Labor-Managing Disputes

3.03 Performance Evaluation

Social workers who have responsibility for evaluating the performance of others should fulfill such responsibility in a fair and considerate manner and on the basis of clearly stated criteria.

ΝΒΧΧ ΧΟΔΕ ΟΦ ΕΤΗΙΧΣ

**National Board for Certified Counselors
ETHICS CODES PERTAINING TO
SUPERVISION**



National Certified Counselors (NCCs) Directives

NCCs take appropriate action to prevent harm.

Source: NBCC Code of Ethics: Approved October 7, 2016

11. NCCs who act as counselor educators, field placement or clinical supervisors shall not engage in sexual or romantic intimacy with current students or supervisees. They shall not engage in any form of sexual or romantic intimacy with former students or supervisees for two years from the date of last supervision contact.
12. NCCs who provide clinical supervision services shall keep accurate records of supervision goals and progress and consider all information gained in supervision as confidential except to prevent clear, imminent danger to the client or others or when legally required to do so by a court or government agency order...

National Certified Counselors (NCCs) Directives

NCCs take appropriate action to prevent harm.

13. NCCs who provide clinical supervision services shall intervene in situations where supervisees are impaired or incompetent and thus place client(s) at risk.
14. NCCs who provide clinical supervision services shall not have multiple relationships with supervisees that may interfere with supervisors' professional judgment or exploit supervisees. Supervisors shall not supervise relatives.

Συβστανχε Αβυσε/ Χο-οχχυρρινγ Προφεσσιοναλο

Missouri Credentialing Board

ETHICS CODES PERTAINING TO
SUPERVISION



MCB Code of Ethics

MISSOURI CREDENTIALING BOARD

Code of Ethical Practice and Professional Conduct

Source:

Principles

1. Responsibility to Clients
2. Counseling Relationship
3. Legal and Moral Standards
4. Diversity
5. Professional Competence and Integrity
6. Compliance with the Law
7. Cooperation with the Board

MCB Code of Ethics

Principle 5: Professional Competence and Integrity

Superior/Subordinate Relationships (Clinical Supervision)

- Clinical Supervisors clearly define and maintain ethical, professional, and social relationship boundaries with their trainees, interns, and supervisees. They respect the differential in power that exists between the supervisor and the trainees, interns or supervisees.
- The Clinical Supervisor explains to trainees, interns and supervisees the potential for the relationship to become exploitative.
- Clinical Supervisors do not engage in sexual relationships with trainees, Interns, or supervisees and do not subject them to sexual harassment.

MCB Code of Ethics

Principle 5: Professional Competence and Integrity

Superior/Subordinate Relationships (Clinical Supervision) *(continued)*

- Clinical Supervisors who supervise the counseling services of others take reasonable measure to ensure that counseling services provided to clients are professional.
- Clinical Supervisors do not endorse trainees, Interns or supervisees for credentialing, employment, or completion of an academic or training program if they believe the trainees, interns or supervisees are not qualified for the endorsement.

MCB Code of Ethics

Principle 5:

Professional Competence and Integrity

Superior/Subordinate Relationships (Clinical Supervision) *(continued)*

- Clinical Supervisors take reasonable steps to assist students or supervisees who are not qualified for endorsement to become qualified.
- Clinical Supervisors clearly state to trainees, interns and supervisees, in advance of training, the levels of competency expected, appraisal methods and timing of evaluations for both didactic and experiential components. Trainees, interns and supervisees are provided with periodic performance appraisal and evaluation feedback throughout the training program. Trainees, interns and supervisees are informed of the ethical responsibilities and standards of the profession and the trainees, interns and supervisee's ethical responsibilities to the profession.

ΧΜΠΣ ΧΟΔΕ ΟΦ ΕΤΗΙΧΣ

Certified Missouri Peer Specialist

SUPERVISION OF PEER SUPPORT STAFF



CMPS Code of Ethics

Certified Missouri Peer Specialists (CMPS) will maintain high standards of professional conduct and ethics.

Source: Missouri Department of Mental Health, Certified Missouri Peer Specialists Code of Ethics

Supervision of CMPS Ethics

2. CMPS will maintain high standards of personal conduct. CMPS will also conduct themselves in a manner that fosters their own recovery.
3. CMPS will share with consumers and colleagues their recovery stories from mental illness and will likewise be able to identify and describe the supports that promote their own recovery.
6. CMPS will keep current with emerging knowledge relevant to recovery and share this knowledge with their colleagues and those they serve.

CMPS Code of Ethics

Certified Missouri Peer Specialists (CMPS) will maintain high standards of professional conduct and ethics.

Supervision of CMPS Ethics

14. CMPS will take responsibility for maintaining the integrity and quality of job performance. This includes using work time to the advantage of the consumers and always giving the best effort on the job.
16. CMPS will fairly and accurately represent themselves and their capabilities to the consumers and the community.

ΑΠΑΧΟΔΕΟΦΕΤΗΧΣ

American Psychological Association

Supervision of those in the Field of Psychology



APA ETHICS CODE GENERAL PRINCIPALS

“This Ethics Code applies only to psychologists' activities that are part of their scientific, educational or professional roles as psychologists. Areas covered include but are not limited to the clinical, counseling and school practice of psychology; research; teaching; supervision of trainees; public service; policy development; social intervention; development of assessment instruments; conducting assessments; educational counseling; organizational consulting; forensic activities; program design and evaluation; and administration.”

<http://www.apa.org/ethics/code/index.aspx>

(retrieved 4/19/2017)

- Standard 1: Resolving Ethical Issues
- Standard 2: Competence
- Standard 3: Human Relations
- Standard 4: Privacy and Confidentiality
- Standard 5: Advertising and Other Public Statements
- Standard 6: Record Keeping and Fees
- Standard 7: Education and Training
- Standard 8: Research and Publication
- Standard 9: Assessment
- Standard 10: Therapy



APA ETHICS CODE AND SUPERVISION

Standard 7: Education
and Training

[http://www.apa.org/
ethics/code/index.aspx](http://www.apa.org/ethics/code/index.aspx)

(retrieved 4/19/2017)

7.04 Student Disclosure of Personal Information

Psychologists do not require students or supervisees to disclose personal information in course- or program-related activities, either orally or in writing, regarding sexual history, history of abuse and neglect, psychological treatment and relationships with parents, peers and spouses or significant others except if (1) the program or training facility has clearly identified this requirement in its admissions and program materials or (2) the information is necessary to evaluate or obtain assistance for students whose personal problems could reasonably be judged to be preventing them from performing their training- or professionally related activities in a competent manner or posing a threat to the students or others.



APA ETHICS CODE AND SUPERVISION

Standard 7: Education
and Training

[http://www.apa.org/ethics/
code/index.aspx](http://www.apa.org/ethics/code/index.aspx)

(retrieved 4/19/2017)

7.06 Assessing Student and Supervisee Performance

(a) In academic and supervisory relationships, psychologists establish a timely and specific process for providing feedback to students and supervisees. Information regarding the process is provided to the student at the beginning of supervision.

(b) Psychologists evaluate students and supervisees on the basis of their actual performance on relevant and established program requirements.

7.07 Sexual Relationships with Students and Supervisees

Psychologists do not engage in sexual relationships with students or supervisees who are in their department, agency, or training center or over whom psychologists have or are likely to have evaluative authority. (See also Standard [3.05, Multiple Relationships.](#))



APA ETHICS CODE AND SUPERVISION

- Standard 3: Human Relations

<http://www.apa.org/ethics/code/index.aspx>

(retrieved 4/19/2017)

3.04 Avoiding Harm

(a) Psychologists take reasonable steps to avoid harming their clients/patients, students, supervisees, research participants, organizational clients, and others with whom they work, and to minimize harm where it is foreseeable and unavoidable.

(b) Psychologists do not participate in, facilitate, assist, or otherwise engage in torture, defined as any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person, or in any other cruel, inhuman, or degrading behavior that violates 3.04(a).



APA ETHICS CODE AND SUPERVISION

- Standard 3: Human Relations

<http://www.apa.org/ethics/code/index.aspx>

(retrieved 4/19/2017)

3.05 Multiple Relationships

(a) A multiple relationship occurs when a psychologist is in a professional role with a person and (1) at the same time is in another role with the same person, (2) at the same time is in a relationship with a person closely associated with or related to the person with whom the psychologist has the professional relationship, or (3) promises to enter into another relationship in the future with the person or a person closely associated with or related to the person.

A psychologist refrains from entering into a multiple relationship if the multiple relationship could reasonably be expected to impair the psychologist's objectivity, competence or effectiveness in performing his or her functions as a psychologist, or otherwise risks exploitation or harm to the person with whom the professional relationship exists.

Multiple relationships that would not reasonably be expected to cause impairment or risk exploitation or harm are not unethical.

(b) If a psychologist finds that, due to unforeseen factors, a potentially harmful multiple relationship has arisen, the psychologist takes reasonable steps to resolve it with due regard for the best interests of the affected person and maximal compliance with the Ethics Code.

(c) When psychologists are required by law, institutional policy, or extraordinary circumstances to serve in more than one role in judicial or administrative proceedings, at the outset they clarify role expectations and the extent of confidentiality and thereafter as changes occur. (See also Standards [3.04, Avoiding Harm](#), and [3.07, Third-Party Requests for Services](#).)



ΕΤΗΧΑΛ ΔΙΛΕΜΜΑΣ



Εθιχαλ Διλεμμασ

“An ethical dilemma is experienced when a social worker cannot adhere to professional values or when adhering to one ethic requires behaving counter to another.”

Source: Proctor; Morrow-Howell; & Lott (1993), p. 166

Ετηχιαλ Διλεμμασ

“Supervisors must be cognizant not only of their employees’ ethical decisions but also of their own ethical behavior.”

Source: Dewane, C. (2007) Supervisor Beware: Ethical Dangers in Supervision. Social Work Today, 7 (4), p. 34

Μοστ Χομμον Ετηιχαλ Χονφλιχτσ

According to Dewane (2007), these are the “D”angers of Supervision:

- Dual relationships
- Documentation
- Descriptions (position)
- Duty to Warn
- Dilemmas
- Disciplinary Action
- Discretion

Ετησιαλ Χονσιδερατιονο ανδ Ρισκο

Vicarious Liability: According to Houston-Vega; Nuehring; & Daguio (1997), the following heighten a supervisor's vulnerability:

- Employing or supervising paraprofessionals
- Independently contracting to supervise social workers (or licensees) preparing for licensure
- Supervising professional coworkers in an agency setting
- Supervising student interns
- Arranging internships and field placements
- Serving as a case consultant
- Teaching or Training
- Referring clients to other professionals
- Serving on Boards of Directors
- Serving in an executive or administrative capacity in an agency group practice
- Affiliating with others in a group practice
- Associating with impaired colleagues

Σιχαριουσ Διαβιλιτυ ιν Συπερπισιον

“Imputed Negligence” or “doctrine of respondeat superior”

“...anyone can be held accountable for the malfeasance, misfeasance, or nonfeasance of subordinates and assistants, supervisees, or colleagues.”

Source: Houston-Vega; Nuehring; & Daguio (1997)

Σιχαριουσ Διαβιλιτυ ιν Συπερωσιον

- Malfeasance- “illegal or dishonest activity especially by a public official or a corporation”
- Misfeasance- “the performance of a lawful action in an illegal or improper manner”
- Nonfeasance- “failure to act; *especially*: failure to do what ought to be done”

Definitions retrieved from:

<http://www.merriam-webster.com/dictionary> on
4-01-2016



Μοτιωατιονο φορ Υνετηχαλ Βεηαωιορ

Dr. Kaptein's Study on motivations for unethical Behavior (as cited by Bradberry, 2016)- mind tricks to be aware of.

- The compensation effect
- The power of names
- Cognitive Dissonance
- Broken Window Theory
- Tunnel Vision
- The Pygmalion effect
- Pressure to conform
- Obedience to Authority
- Winner-take-all competition
- Social Bond Theory
- The Binding Effect of power
- Conspicuous Consumption
- Acceptance of small theft
- Reactance Theory

Πρεπεντιον ανδ Τιποσ φορ Μαναγινγ Ετηιχαλ Διλεμμασ



ΕΤΗΧΑΛ ΔΕΧΙΣΙΟΝ ΜΑΚΙΝΓ

- What helps you in making ethical decisions?
- What resources are available?
- How do you manage conflict in an ethical way with a supervisee?
- What do you do if you feel your supervisee is making an unethical decision and they will not listen to your view-point?
- Are you liable?



Ετηχιαλ Δεχισιον Μακινγ

TIPS TO SAFEGUARD VICARIOUS LIABILITY IN SUPERVISION

- Have a written agreement with supervisees
- Document supervisory sessions
- Have the proper qualifications to supervise
- Supervise with “an eye toward ethics—including referring frequently in supervision to the NASW Code of Ethics”
- Ensure that services provided by supervisees are above minimal
- Obtain consultation
- Assure supervisee’s clients have released information for supervision
- Treat supervisee with respect

Source: Houston-Vega; Nuehring; & Daguio (1997)

Λεγαλ Ανδ Ετηιχαλ Ισσυεσ Φορ Αδμινιστρατορσ

Administrators should:

- Work with supervisors to define and document legal and ethical standards for the agency, in writing
- Train all personnel, consistently and continually in the agency's legal and ethical standards, and also in changing case law and legislation affecting clinical practice
- Reinforce support for supervisors who face situations in which legal and ethical issues may arise
- Help supervisors develop a process for ethical decision making as supervisors
- Help supervisors develop a process for teaching ethical decision making to counselors

Source: Substance Abuse and Mental Health Services Administration (SAMHSA) (2009); Quick Guide for Administrators Based on Tip 52: Clinical Supervision and Professional Development of the Substance Abuse Counselor, p. 12

Σοχιαλ Ωορκ Συπερπισιον

- This resource is free on-line and in regard to ethics, cites codes 3.01(a) through 3.01 (d) in regard to supervision
- “Supervisors have the responsibility to address any confusion that supervisees may encounter as a result of ethical demands” (2013, NASW)
- Ethical Decision-Making is seen as both cognitive and emotional and supervisors need to help supervisees learn ethical decision making
- The supervisory relationship helps supervisees learn about boundaries

Source: National Association of Social Workers (NASW) (2013), Social Work Supervision, p.19-22

Πεερ Συμπορτ Συπερβισιον

- Should not be much different than supervising any other mental health professional
- Supervision should attend to potential dual relationship concerns, especially if a client or former client is hired as a Peer Support Specialist
- Due to differing power dynamics, clients may share more personal information with a Peer Support Specialist (PSS). PSS's may need more training and support regarding what should be kept confidential
- Attention should be paid to licensing, supervision, and documentation for billing

Source: Hensley and Dawson (2017), Social Workers and Self-Help Services: Forging Positive Relationships, Social Work

Ετηχιαλ Χονσιδερατιονο

- Supervisors should focus on goals of supervision and the nature of the supervisory relationship and avoid counseling/ psychotherapy with the supervisee
- Supervisors should see each supervisee as an individual when working with more than one individual and adapt to each supervisees needs while being fair and consistent to all
- Other considerations are:
 - Self-disclosure
 - Attending to Safety
 - Alternative Practice

Source: National Association of Social Workers (NASW) (2013), Social Work Supervision, p.19-22

Ρεσολπινγ Επθιχαλ Ισσυεσ

- The APA has an entire ethics code related to resolving ethical issues
- Section 1: Resolving Ethical Issues
 - 1.01 Misuse of Psychologists' Work
 - 1.02 Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority
 - 1.03 Conflicts Between Ethics and Organizational Demands
 - 1.04 Informal Resolution of Ethical Violations
 - 1.05 Reporting Ethical Violations
 - 1.06 Cooperating with Ethics Committees
 - 1.07 Improper Complaints
 - 1.08 Unfair Discrimination Against Complainants and Respondents

Source: <http://www.apa.org/ethics/code/index.aspx> (retrieved 4/19/2017)

ΕΘΙΚΑ ΔΕΧΙΣΙΟΝ ΜΑΚΙΝΓ

DECISIONS APPROACH (Hobody, 2016)

D- Determine Facts

E- Ethical Considerations, what standards apply?

C- Consider Impact of Values

I- Impact of Self on the Decision

S- Stakeholders, who are they

I- Incorporate Professional Literature Review

O- Other Considerations

N- Narration of your Decision

S- Secure and Support your Decision



ΧΟΝΧΛΥΣΙΟΝ ΑΝΔ ΩΡΑΠ- ΥΠ

Questions, Evaluations, Final Comments

