



# “Humans of Behavioral Health: Real People – Real Ethics”

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# Objectives

- Realize the importance of creating an agency culture that is supportive of open and honest communication from staff regarding their ethical challenges.
- Review the process by which a supervisor and staff clarify their specific job functions and the ethical considerations related to various staff positions. (Social Worker, Counselor, Peer, Community Support Specialist)
- Understand the responsibility of supervisor and supervisee two-way communication regarding professional self-care and ethics association codes review to minimize the risk of ethical violations.



# Please Remember

- **Do-** Love individuals you provide services to.
- **Do Not** –Fall in love with an individual you provide services to.
- **Do** -Be mindful of your emotional and physical attraction to individuals you serve or supervise.
- **Do-** Discuss those attractions with your accountability partner.  
(clinical supervisor, peer, friend)

# Similar Stories – Different Outcomes





## Discussion Questions

What is your agency doing to encourage ethical behavior?

VS.

What could your agency do to encourage ethical behavior?

VS.

What can you do as an individual to ensure ethical behavior?



# Special Series Article

# Survey Question

Have you ever felt pressured to do something unethical?



# Survey Question

Have you ever observed unethical behavior?





# Survey Question

Have you reported unethical behavior?



# Survey Question

Were you retaliated against for reporting unethical behavior?





# Professional Ethical Codes

- Professional guidelines that allow us to practice professionally and within a framework to protect our clients as well as ourselves.

# NASW Ethics Code

- 2.05 – Social workers should seek the advice and counsel of colleagues whenever such consultation is in the best interest of clients
- 2.11 – Social workers should take adequate measures to discourage, prevent, expose, and correct the unethical conduct of colleagues
- 3.07 – Social work administrators should take reasonable steps to ensure that the working environment ..is consistent with..NASW Code of Ethics

# ACA Ethics Code

- C.2.e – Counselors take reasonable steps to consult with other counselors, the ACA Ethics...when they have questions regarding their ethical obligations
- F.4.c. – Supervisors make their supervisees aware of professional and ethical standards and legal responsibilities



## MCB Ethics Code

- Professionals shall seek appropriate professional assistance for their personal problems or conflicts that may impair work performance or clinical judgement
- Trainees, interns and supervisees are informed of the ethical responsibilities and standards of the profession



# Recommendations for Ethical Leadership

- Pay attention to character when hiring
- Make 24-7 integrity a job expectation
- Encourage leaders to share credit for success
- Seek honest feedback from employees
- Educate leaders about private behavior impact
- Annually review policies



# Please Remember

- Talk about it.
- Have an accountability partner.
- Create open honest ethically supportive supervision.