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| | |
|--|---|
| <ul style="list-style-type: none"> Understand the importance of client/patient rights; above and beyond the rights of social work practitioners and the agencies they represent. Examining personal values and personality characteristics that encourage or hinder one's ability to confront and report unethical behavior. Evaluate personal responsibility and choices made in one's practice and how these choices have/have not prevented further ethical violations or improved ethical practice in the workplace. Develop skills in identifying relationships and experiences where boundaries have been crossed and impacted the client-practitioner or peer-to-peer relationship negatively. Understand and apply the Code of Ethics and the Code of Conduct (MPSW 20), and our ethical principles and boundaries when making critical decisions in exposing ethical challenges in practice. Demonstrate understanding of the Code of Ethics and Code of Conduct (MPSW 20), ethical principles, and boundaries applied to specific ethical dilemmas when confronting ethical challenges by co-workers, utilizing the Nine Step Ethical-Decision Making Model. | <p>LEARNING OBJECTIVES</p> <p>NASW CODE OF ETHICS</p> <p>MPSW 20</p> <p>BOUNDARIES</p> <p>BARRIERS</p> <p>SHAME</p> <p>TRUST</p> <p>PARADIGMS</p> <p>CONVERSATIONS</p> <p>CONFLICT</p> <p>CASE SCENARIOS</p> |
|--|---|

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NASW CODE OF ETHICS

| | | |
|--|--|---|
| 1. 1.01 Commitment to Clients | 2. 1.02 Self-Determination | 3. 1.03 Informed Consent |
| 4. 1.04 Competence | 5. 1.06 Conflicts of Interest | 6. 1.07 Privacy and Confidentiality |
| 7. 1.14 Clients Who Lack Decision-Making Capacity. | 8. 1.15 Interruption of Services | 9. 1.16 Referral for Services |

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NASW CODE OF ETHICS

| | |
|--|---|
| <div style="background-color: #4CAF50; color: white; padding: 5px; margin-bottom: 5px;">10. 2.02 Confidentiality</div> <div style="background-color: #2196F3; color: white; padding: 5px; margin-bottom: 5px;">12. 3.09 Commitment to Employers</div> <div style="background-color: #9C27B0; color: white; padding: 5px; margin-bottom: 5px;">16. 4.06 Misrepresentations</div> | <div style="background-color: #8BC34A; color: white; padding: 5px; margin-bottom: 5px;">11. 2.04 Disputes Involving Colleagues</div> <div style="background-color: #FF9800; color: white; padding: 5px; margin-bottom: 5px;">15. 4.03 Private Conduct</div> <div style="background-color: #393B79; color: white; padding: 5px; margin-bottom: 5px;">17. 5.01 Integrity of the Profession</div> <div style="background-color: #E67E22; color: white; padding: 5px; margin-bottom: 5px;">18. 6.04 Social and Political Action</div> |
|--|---|





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ACA CODE OF ETHICS

| | | |
|---|---|--|
| <div style="background-color: #42A5F5; color: white; padding: 5px; margin-bottom: 5px;">1. A.4.a Avoiding Harm</div> <div style="background-color: #9C27B0; color: white; padding: 5px; margin-bottom: 5px;">4. A.6.a Previous Relationship</div> <div style="background-color: #4CAF50; color: white; padding: 5px; margin-bottom: 5px;">7. C.2.d Monitor Effectiveness</div> | <div style="background-color: #4CAF50; color: white; padding: 5px; margin-bottom: 5px;">2. A.4.b. Personal Values</div> <div style="background-color: #00BCD4; color: white; padding: 5px; margin-bottom: 5px;">5. A.6.b Extending Counseling Boundaries</div> <div style="background-color: #FF9800; color: white; padding: 5px; margin-bottom: 5px;">8. F.3.a Extending Supervisory Relationship</div> | <div style="background-color: #8BC34A; color: white; padding: 5px; margin-bottom: 5px;">3. A.5.e Personal Virtual Relationship</div> <div style="background-color: #009688; color: white; padding: 5px; margin-bottom: 5px;">6. B.4.b Couples and Family Counseling</div> <div style="background-color: #E67E22; color: white; padding: 5px; margin-bottom: 5px;">9. I.2.f Unfair Discrimination Against Complainants</div> |
|---|---|--|





11

MPSW 20

| | | | |
|---|---|---|---|
| Performing or offering services that you are unqualified | Violating a law that relates to the practice under the credential | Continuing performance after being adjudged incompetent | Using fraud or deception in application of credential |
| 01 | 02 | 03 | 04 |
|  |  |  |  |





12

MPSW 20

| | | | |
|---|---|---|---|
| Using false or misleading advertisement or working for someone who does | Engaging in false or misleading billing practices | Reporting false or misleading info, or making false statements in practice | Discriminating on basis of US protected class in providing or denying service |
| 05 | 06 | 07 | 08 |
|  |  |  |  |





13

MPSW 20

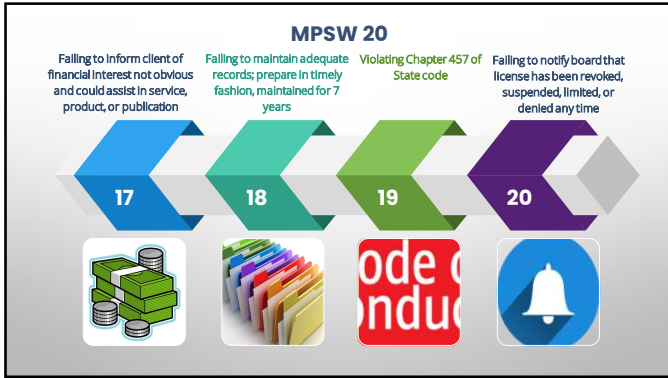
| | | | |
|---|---|---|--|
| Practicing while under the influence of alcohol or other drugs (impairment) | Revealing facts, data, information, or records of clients when received from your professional role | Reporting false or misleading info, or making false statements in practice | Failing to provide description of tests, consultation, reports, fees, or therapeutic regimen |
| 09 | 10 | 11 | 12 |
|  |  |  |  |

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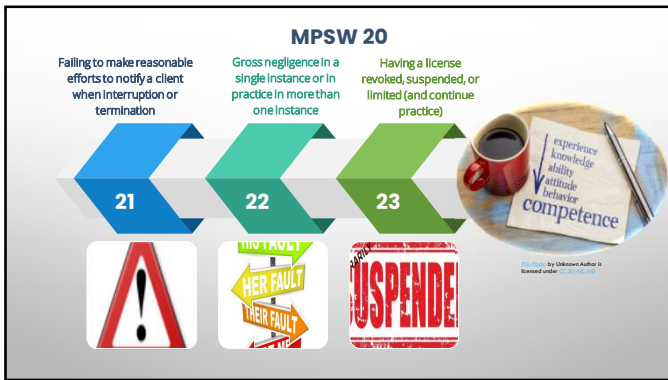
MPSW 20

| | | | |
|---|---|---|---|
| Failing to avoid dual relationships that create conflict of interest | Failing to conduct an assessment, eval, or diagnosis as a basis for treatment | Employing or claiming to have secret techniques or procedures not divulged | In research, not informing participants of all the features of the research project |
| 13 | 14 | 15 | 16 |
|  |  |  |  |

15



16



17

| | |
|----------|---|
| D | Describe the Opposing Values, Priorities, Standards |
| O | What is the dilemma? What values, priorities, or standards are being violated or challenged? |
| E | Examine Values Values of: Client, Family system, Your personal values, Agency values |
| T | Think about the ethical standard Code of Ethics - MPSW 20 - Agency Policy or Laws – Administrative Policies |
| H | Hypothesize various courses of action (responses) What are all of your options in this situation? What are <u>my</u> motivations behind choosing each option? |
| I | Identify who you will harm and who you will help Who will most benefit? Who will be most impacted? What are the long-term effects vs. short term effects? |
| C | Consult with colleagues and /or supervisor Seek out multiple perspectives, experience, and a place to seek feedback |
| S | Scribe & Sequel Document what you decided, who helped you decide, and make note of your thinking as you moved through the process Re-examine the consequences, long-term and short-term effects, harm, and benefits. |

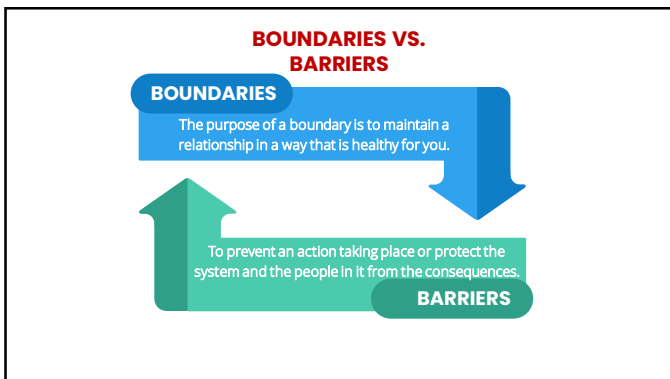
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HOW CAN BARRIERS BE PROBLEMS?

- SHIELD
- DRAG
- ANXIETY
- INSECURITY

22

CATERGORICAL BOUNDARIES - PERSONAL

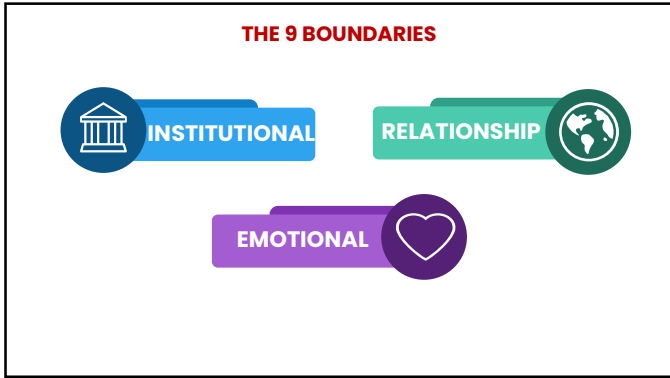
- PHYSICAL
- MATERIAL
- MENTAL
- EMOTIONAL

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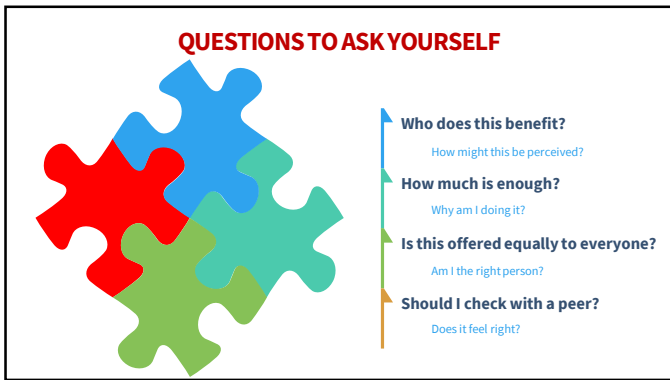
THE 9 BOUNDARIES

- POWER
- CURRICULAR
- FINANCIAL
- EXPERTISE
- TEMPORAL
- COMMUNICATION

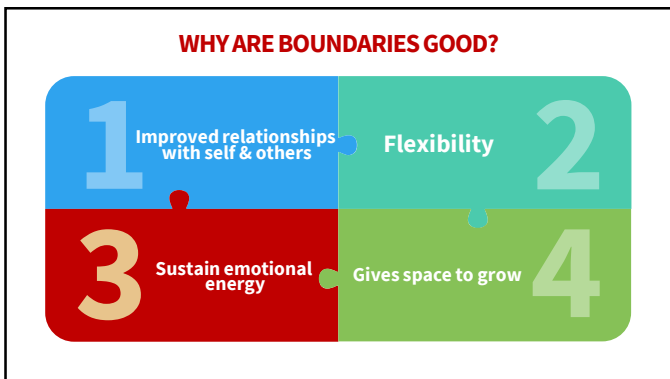
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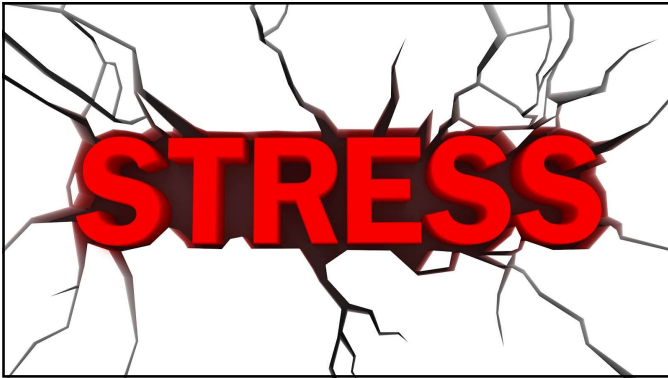
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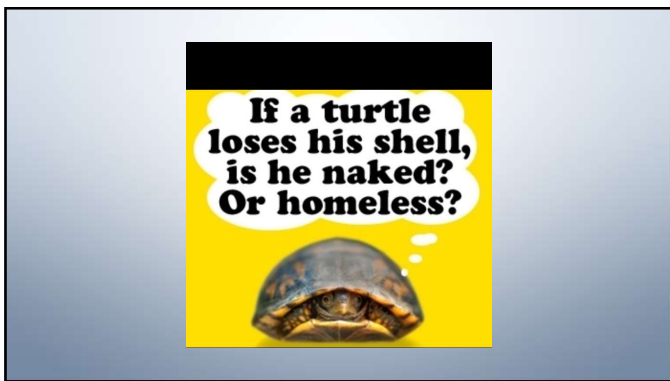
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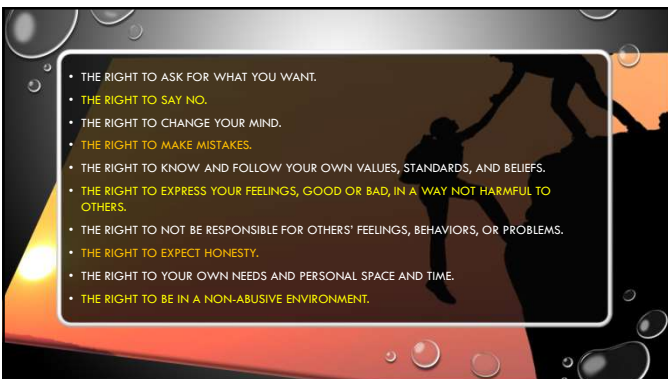
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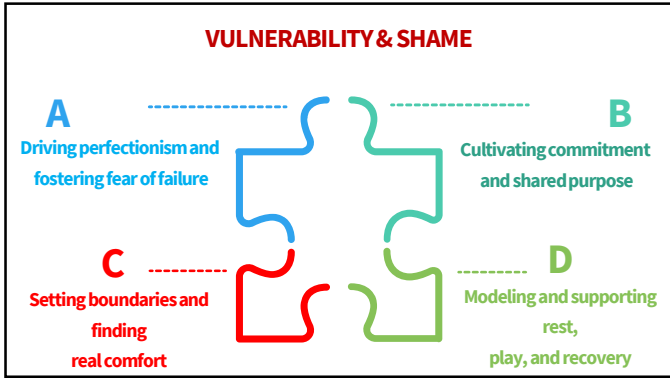
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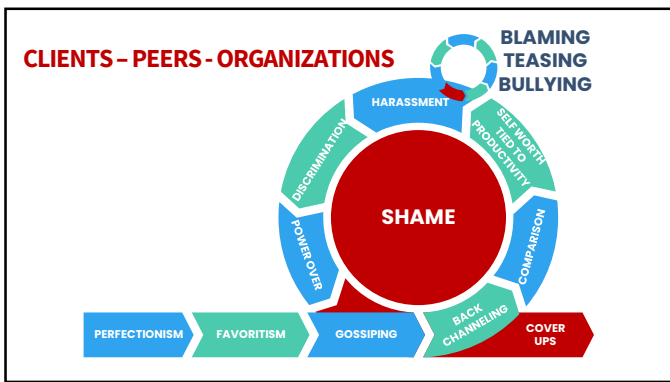
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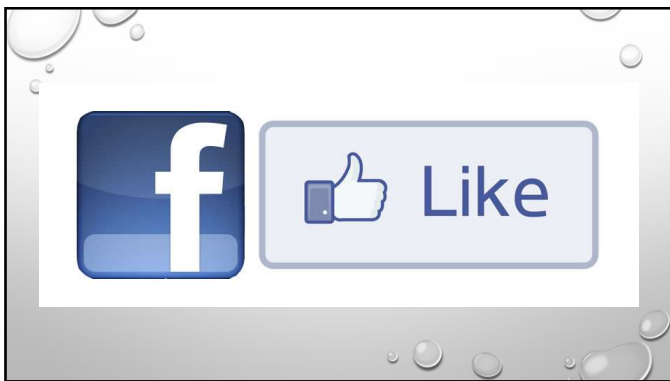
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ARE YOU A PEOPLE PLEASER?

| | | |
|---|--------------|---|
| 1. YOU HAVE TROUBLE DISAGREEING | | 6. YOU FEAR THE NEGATIVE EMOTIONS OF OTHERS |
| 2. YOU APOLOGIZE OFTEN | | 7. YOU SUGAR COAT THINGS |
| 3. YOU HAVE TOO MANY THINGS ON YOUR PLATE WHICH YOU SHOULD NOT BE DOING | | 8. YOU WANT PEOPLE TO LIKE YOU |
| 4. YOU FEEL UNCOMFORTABLE WHEN SOMEONE DISAGREES WITH YOU | Sure. | 9. YOU WORRY MORE ABOUT WHAT PEOPLE THINK THAN WHAT YOU THINK |
| 5. YOU AVOID CONFLICT | | 10. YOU ARE UNABLE TO SAY NO |

THE PEOPLE PLEASER

THE PRODUCTIVE CLUB
[HTTPS://PRODUCTIVECLUB.COM/PEOPLE-PLEASING-SYNDROME-HARM/](https://productiveclub.com/people-pleasing-syndrome-harm/)

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Great Colleagues Are Different in 4 Ways


 WHO THEY ARE


 HOW THEY THINK


 ACTIONS THEY TAKE


 RESULTS THEY ACHIEVE

(Source: Dr. Stephen R. Covey, *The 7 Habits of Highly Effective People*.)

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WHAT IS A PARADIGM?

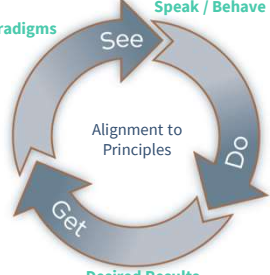
Paradigms can be...

- Accurate (principle-based)
- Inaccurate (false-narrative)
- Incomplete (limiting)

Paradigms can be a:

- Pattern
- Framework/lens
- Perspective
- Viewpoint/belief
- Model to interpret the world

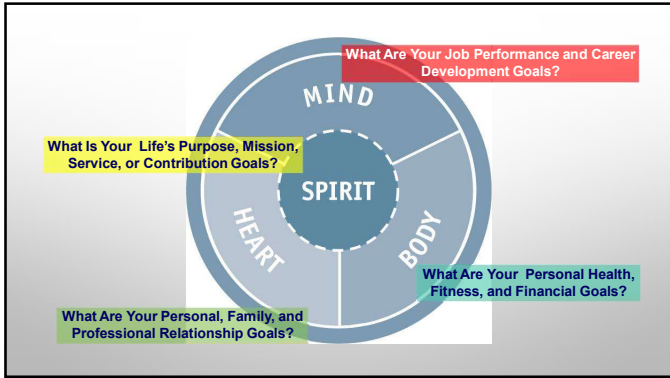
Mindset / Paradigms



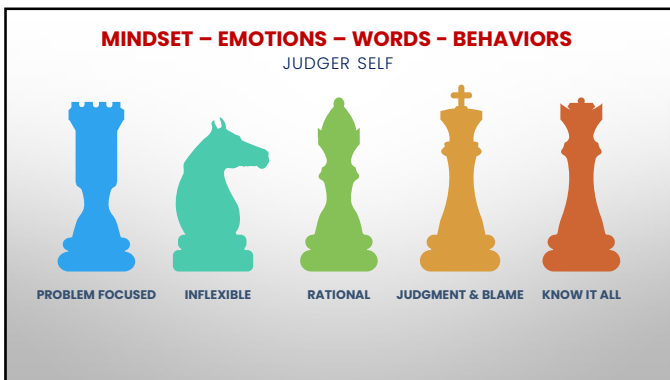
Desired Results

Unlocking Potential (2014), Simpson, Michael

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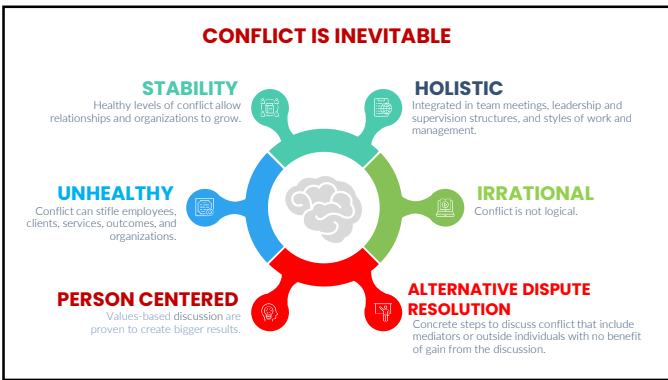
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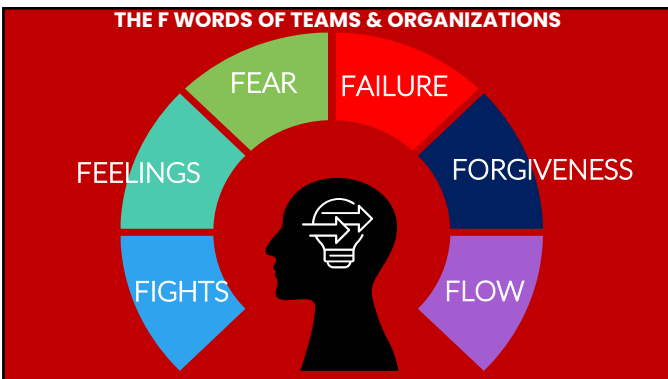
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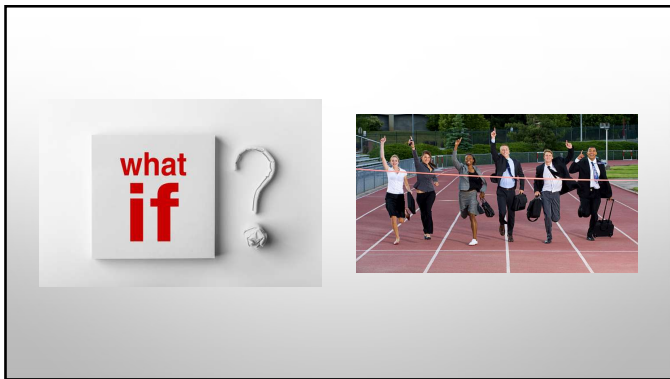
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- [HTTPS://POSITIVEPSYCHOLOGY.COM/GREAT-SELF-CARE-SETTING-HEALTHY-BOUNDARIES/](https://positivepsychology.com/great-self-care-setting-healthy-boundaries/)
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- [HTTPS://ROADTOGROWTHCOUNSELING.COM/IMPORTANCE-BOUNDARIES-RELATIONSHIPS/](https://roadtogrowthcounseling.com/importance-boundaries-relationships/)

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THANK YOU

DANA JOHNSON

- DANA@GROWMYLIFE.ORG
- 414-803-6372
- WWW.GROWMYLIFE.ORG

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