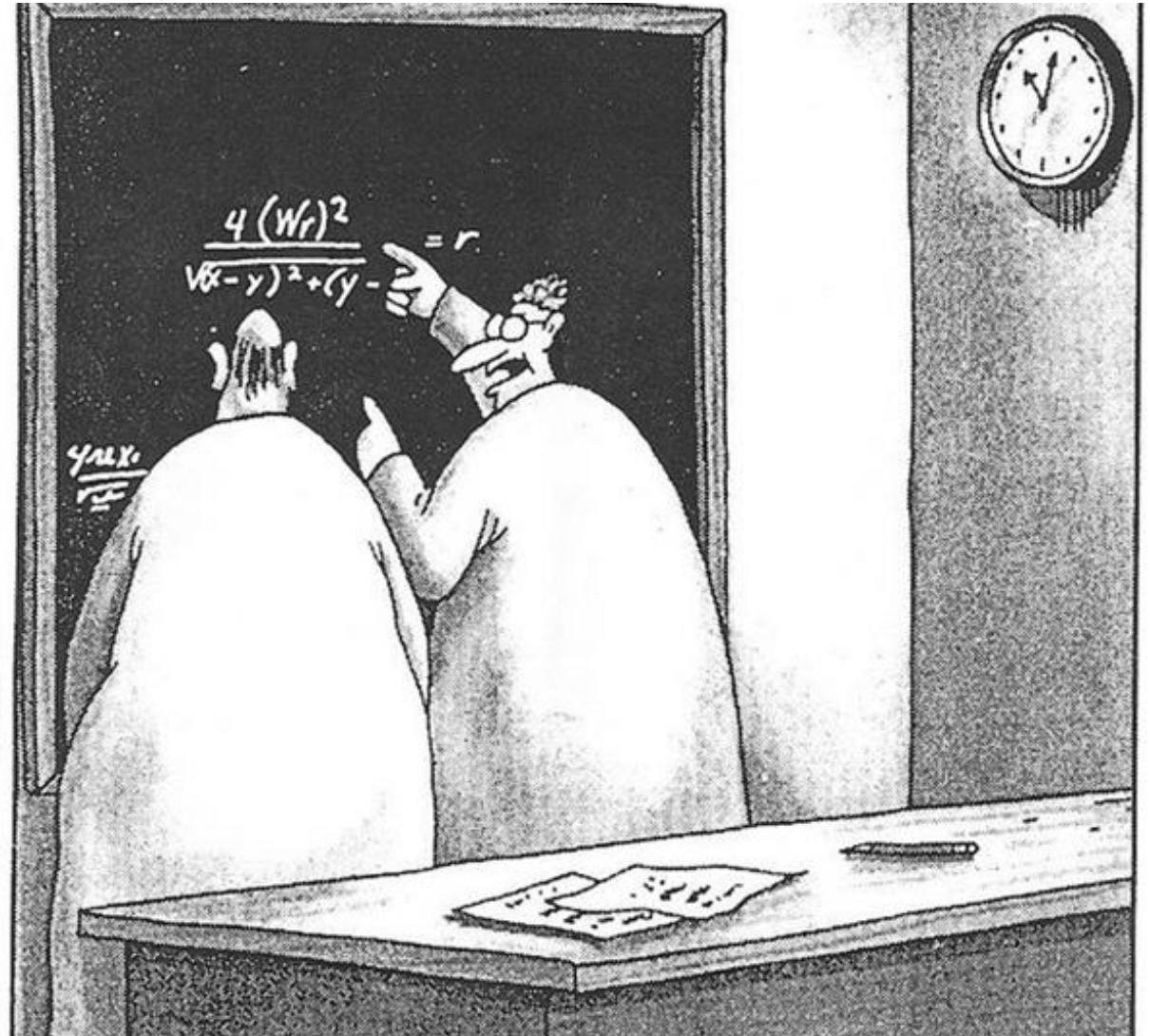


Making Ethical Decisions

“Yes, yes, I know that, Sidney...everybody knows that!...But look: Four wrongs squared, minus two wrongs to the fourth power, divided by this formula, DO make a right.”



This presentation will not make you more ethical. Your thinking, decision-making, and actions are what make you ethical.

This presentation is designed to help you examine some of the many moving parts that affect ethical decisions.





Today's Presenters



Jean Dukarski, CPSS
Lead Trainer



Deborah Monroe, CPSS
Master Trainer



Appalachian Consulting Group

Learning Objectives:

- Describe challenges to good ethical decision-making
- List three entities to which Peer Specialists have an ethical obligation
- Identify three conditions that invite ethical violations
- Identify reasons people make poor ethical decisions
- Explain how peer drift can impact ethical decision-making
- List multiple questions to consider when making ethical decisions

Virtual Presentation Peace Pact

- Please remain on camera for your safety
- Raise your hand or use the chat to answer questions, but be aware that we are slow readers
- Always have a pet on camera for 'moral support
- If you see someone's cat walk across their keyboard, they must immediately be introduced and asked to contribute to the discussion
- If you're not actively speaking, please mute your mic, unless you want to unless you want to be called on for karaoke
- We don't want you to look like you're about to tell a scary campfire story, so please have more than just your forehead on the screen
- If you see someone's kid walk in, you must give them a virtual high-five
- If your internet goes out, blame it on a rogue squirrel chewing through the cables



Nebraska Certified Peer Support Specialist (CPSS) Code of Ethics Preamble:

The purpose of the Certified Peer Support Specialist (CPSS) Code of Ethics is to outline the basic values and principles of peer support practice. The code shall serve as a guide for the CPSS in the State of Nebraska by defining professional responsibility and ethical standards for the profession.

The primary responsibility of the CPSS is to help Peer Support recipients to achieve their own recovery needs, wants, and goals. CPSS may have other duties as assigned as per their employer and their job description. The CPSS will maintain high standards of personal conduct and will conduct themselves in a manner that fosters their own recovery. CPSS will be guided by the principle of self-determination for all and shall serve as advocates for the people they serve.

The CPSS will perform services only within the boundaries of their expertise. The CPSS shall be aware of the limits of their training and capabilities and shall collaborate with other professionals to best meet the needs of the person(s) served. The CPSS will, at all times, provide an objective and professional relationship while recognizing there are multiple pathways to recovery.

A decorative graphic on the left side of the slide, consisting of two clusters of stylized, light green leaves. Each cluster is composed of several elongated, pointed leaves arranged in a fan-like pattern, with thin white lines representing the leaf veins. A short horizontal white line is positioned above the text.

**What do you think are the reasons
that people behave in an unethical
manner?**



We rationalize it





We rationalize it



Psychological Distance





We rationalize it



Psychological Distance



We cheat more when it's for other people





We rationalize it



Psychological Distance



We cheat more when it's for other people



One (dishonest) thing leads to another



Research shows that we
are not as ethical as we
think we are.



Most adults have solid, well-founded ethical beliefs that can be changed only by new evidence or reasoned arguments.





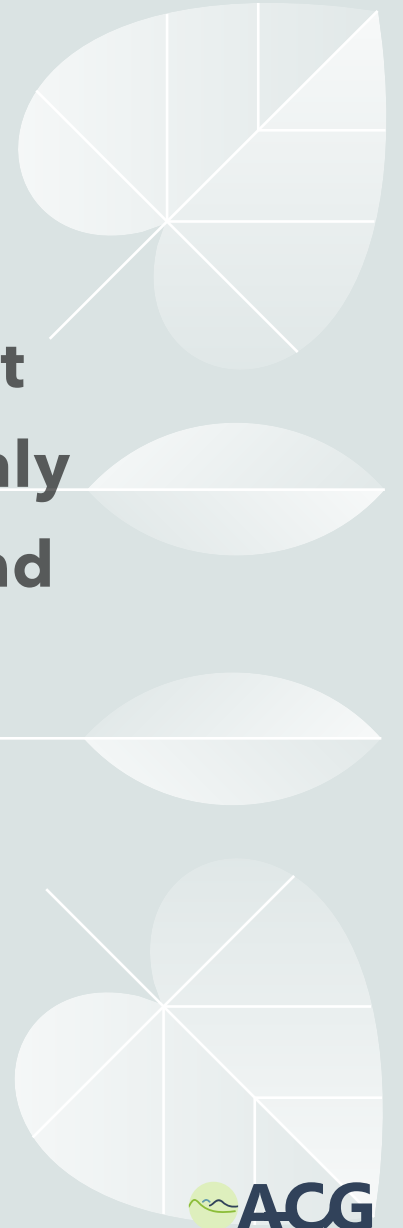
TR✓E
or
FXLSE

**I am more ethical than my
peers.**



John is the captain of a submarine. An explosion has caused the sub to lose most of its oxygen supply and has injured a crewman who is bleeding badly and is going to die from his wound no matter what happens. The remaining oxygen is not sufficient for the entire crew to make it to the surface. The only way to save the other crew members is for John to shoot dead the injured crewman now. Then there will be just enough oxygen for the rest of the crew to survive.

Is it morally acceptable for John to shoot the injured crewman?



Sally is a tourist in New York City. Late at night, she is confronted by a vicious mugger on a side street. Sally starts screaming for help. Sally is better off if there are 20 bystanders close by rather than only one.

TRUE
or
FALSE



TR✓E
or
FXLSE

**If you were in a job interview
and an interviewer started
asking you sexually
inappropriate questions, you
would stand up and walk out
of the interview.**

You are driving and come upon a terrible collision between two cars that just happened. Both cars are on fire and will soon be consumed with flames, killing the occupants. You realize with horror that your brother is unconscious in one of the cars, while two strangers are unconscious in the other. You have time to save the occupants of only one of the cars.

The moral thing for you to do is to save the two strangers.





Most of us are in the 98% of people who strive to be as ethical as we can-

1% of us would make an unethical choice if it in any way would benefit us and

1% of us would avoid making unethical decisions at any cost.

Ethical obligations in multiple directions



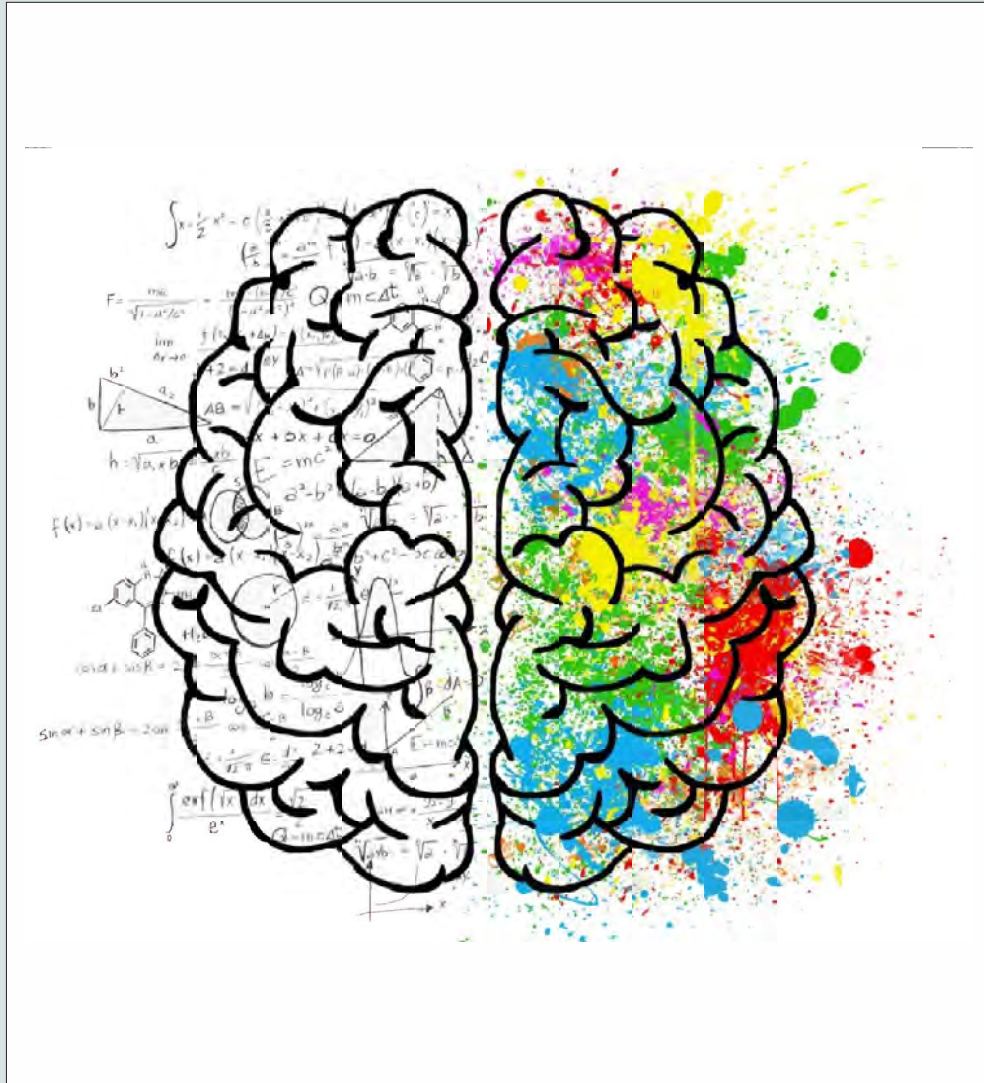
3 Common Circumstances That Invite Ethical Violations





Bad Apple





Stressful Situations





Incomplete Information





VIOLATION

11. The CPSS will never engage in sexual/intimate activities or relationships with the consumers they serve.





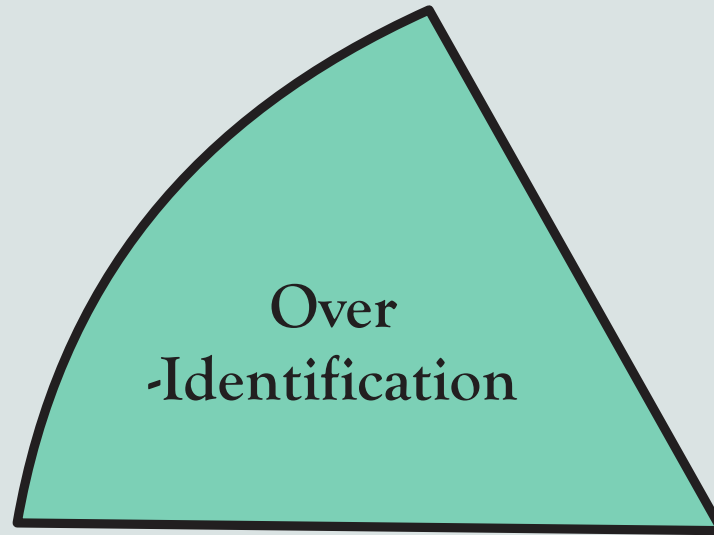
WHY?

The word "WHY?" is rendered in a large, bold, purple, hand-drawn font with thick black outlines. It has a soft, light-colored shadow beneath it. To the left of the text is a light gray geometric shape resembling a stylized leaf or a fan, composed of several triangular segments meeting at a central point.

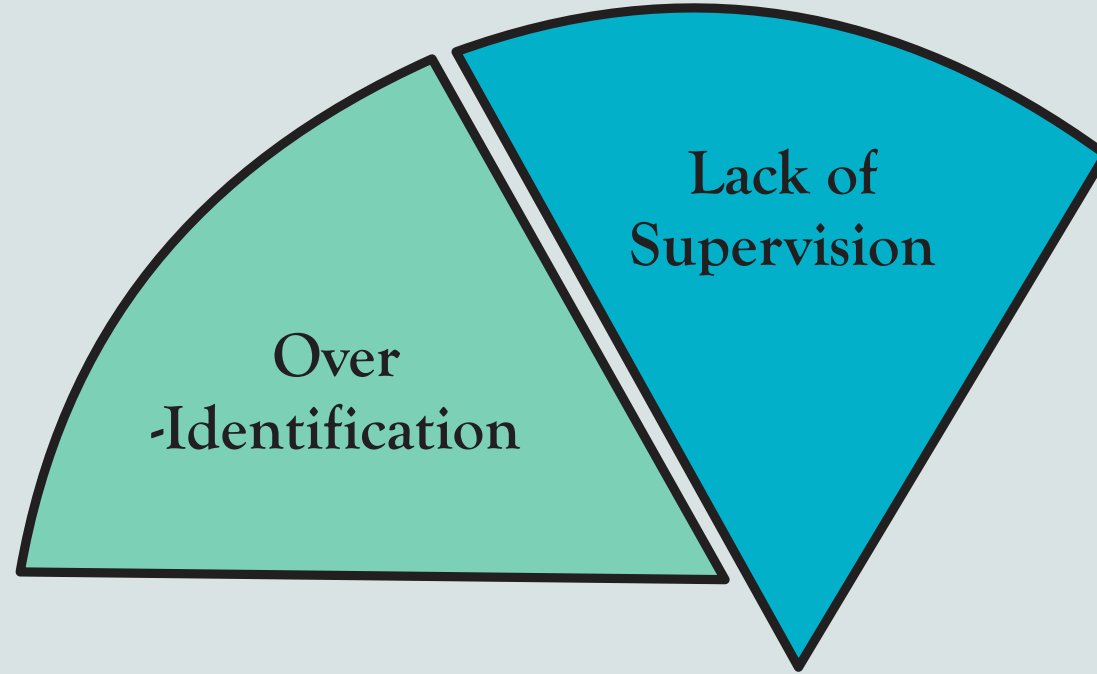
What do you think contributes to the tendency for peers to justify or rationalize such behaviors?



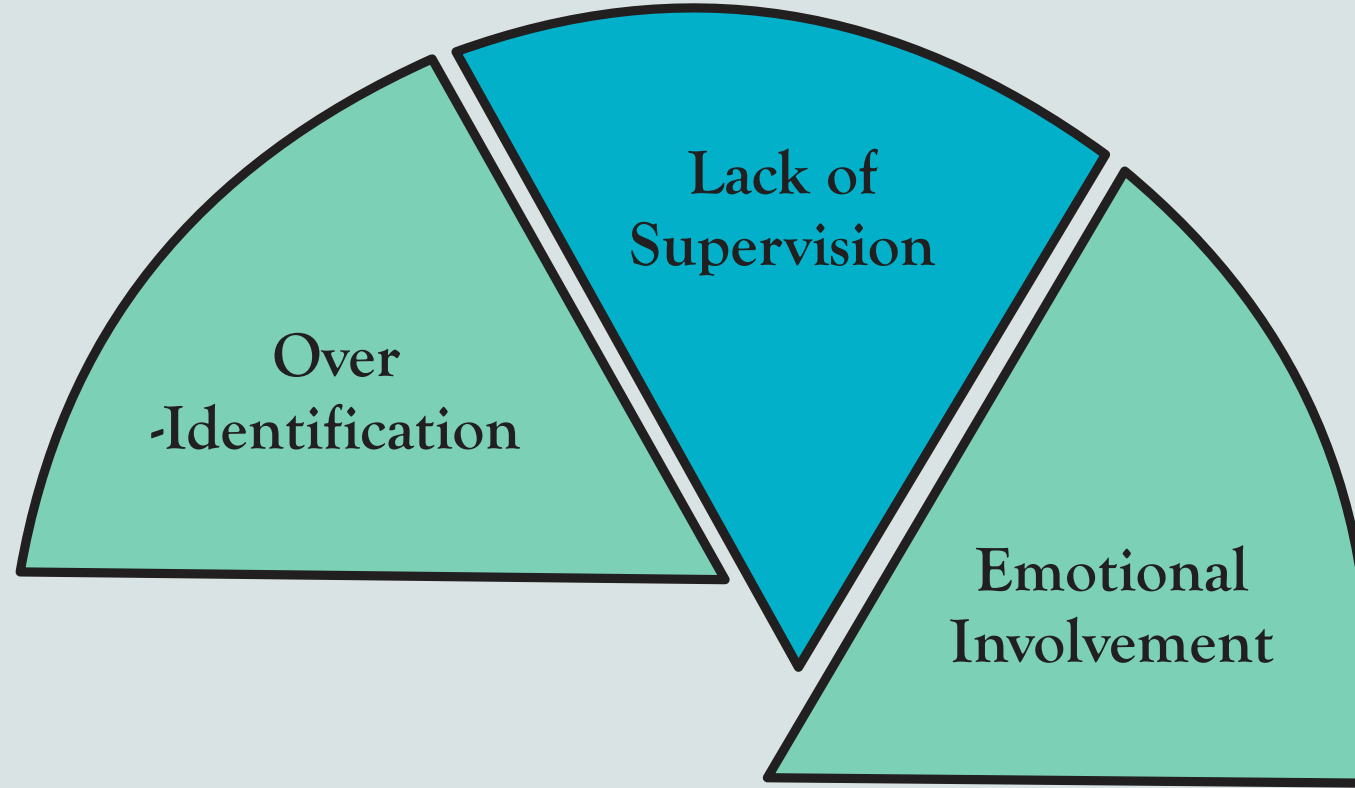
WHY?



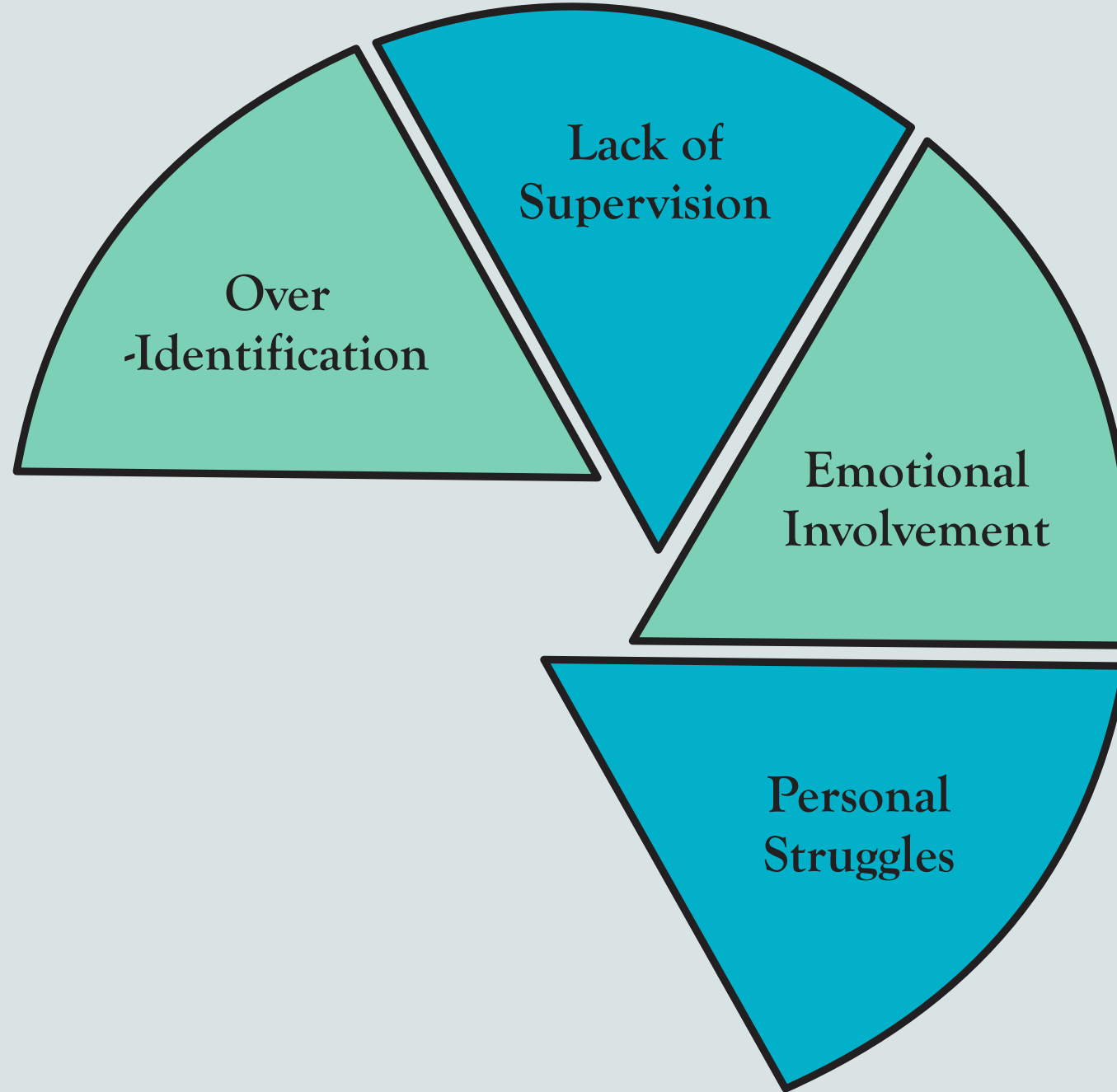
WHY?



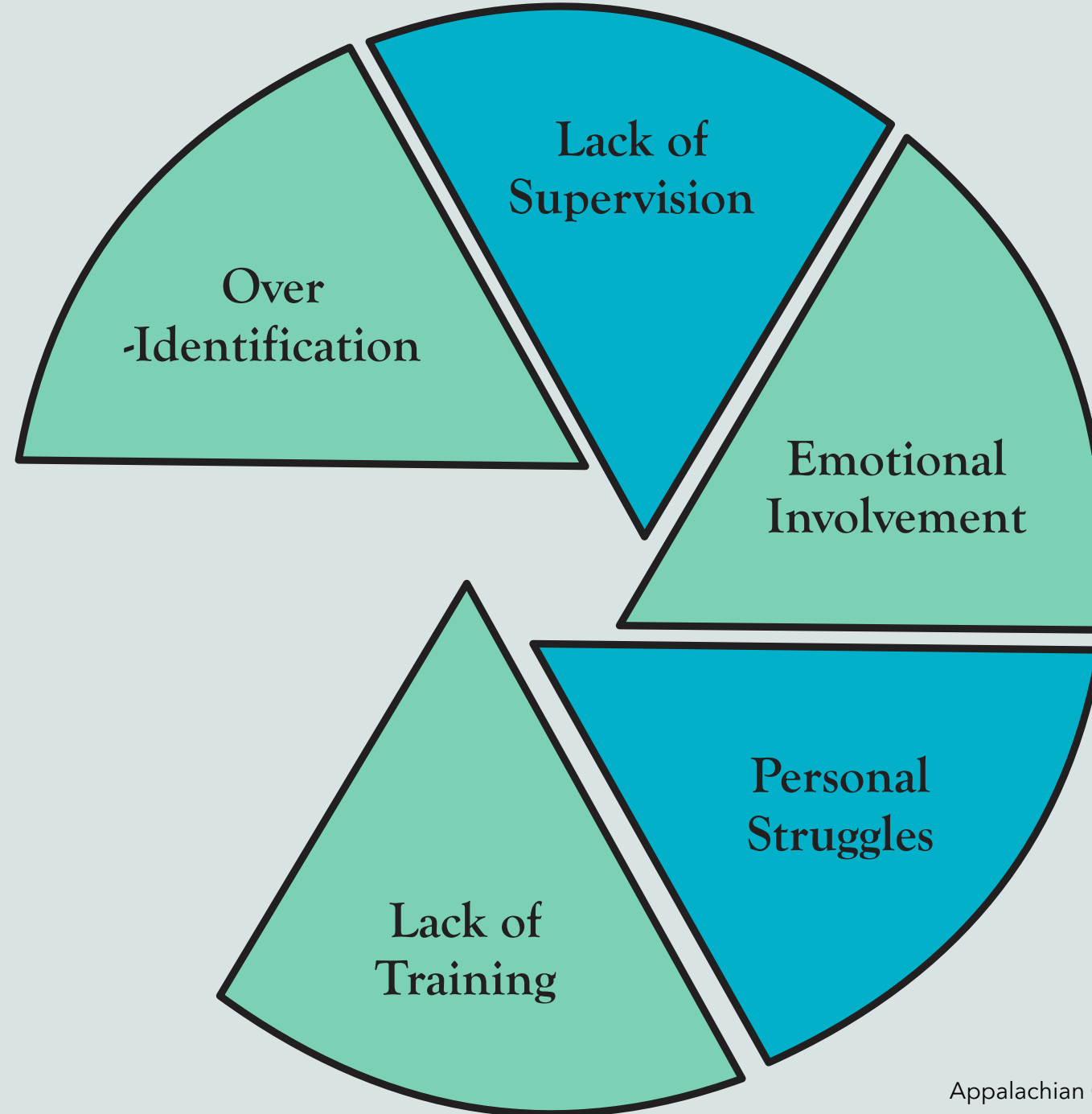
WHY?



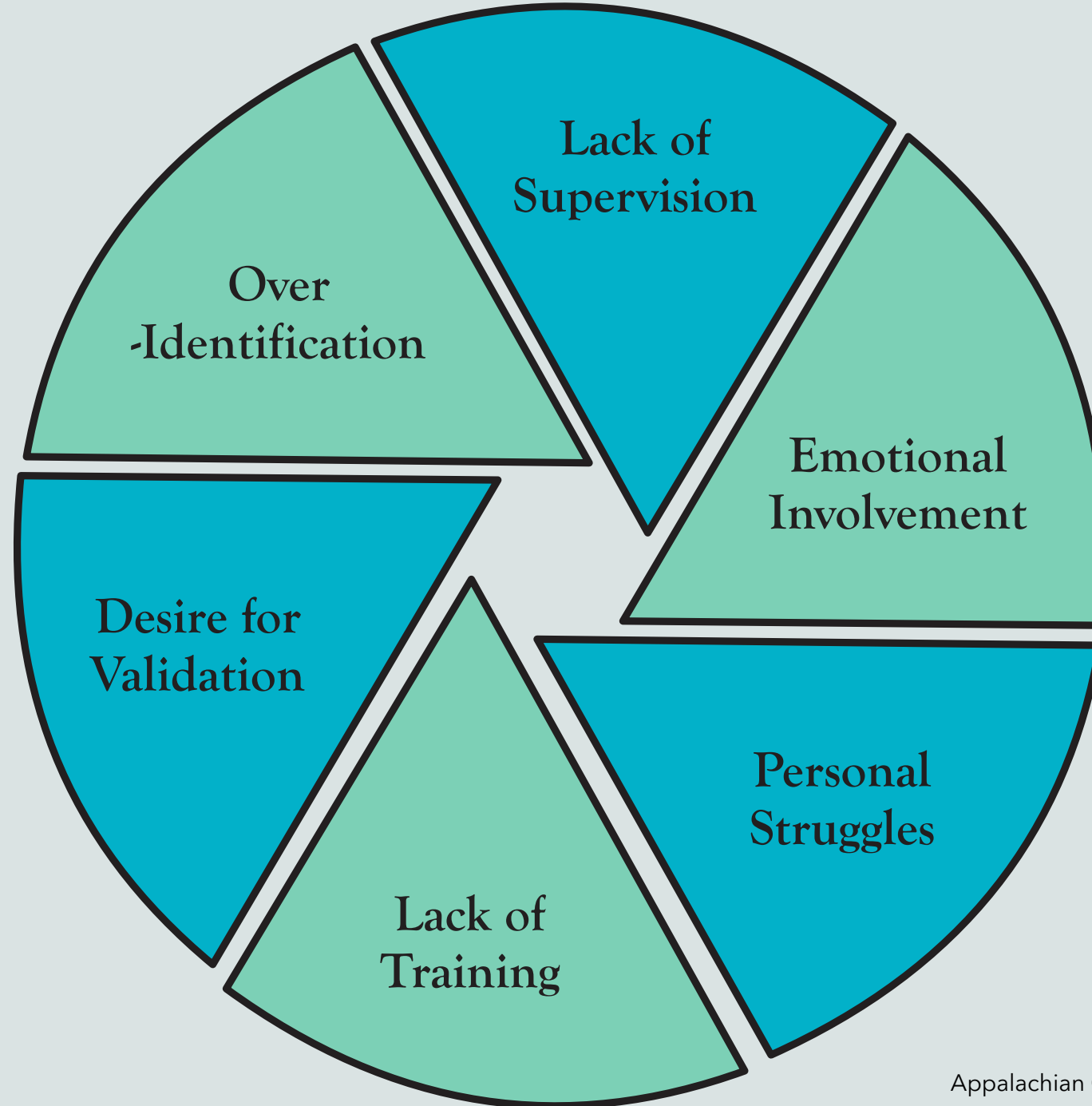
WHY?



WHY?



WHY?



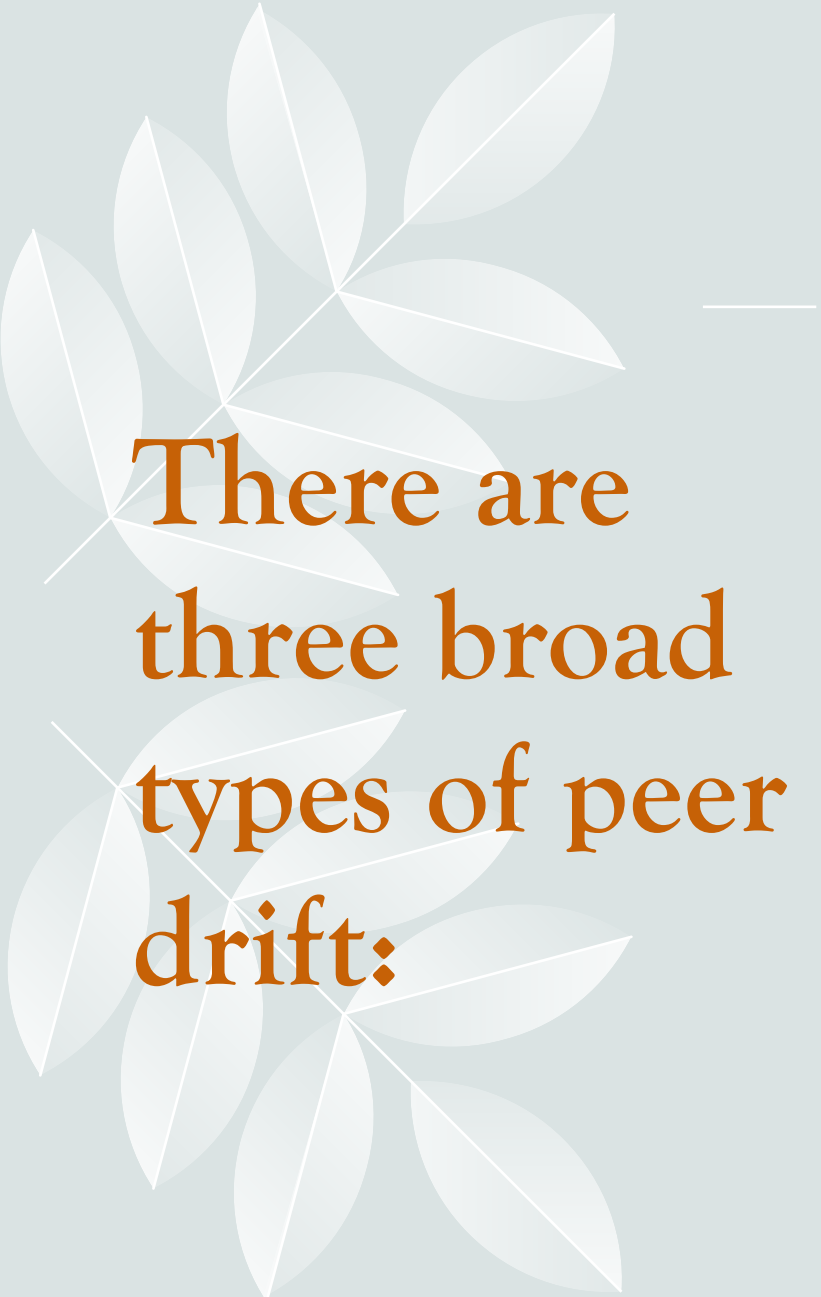




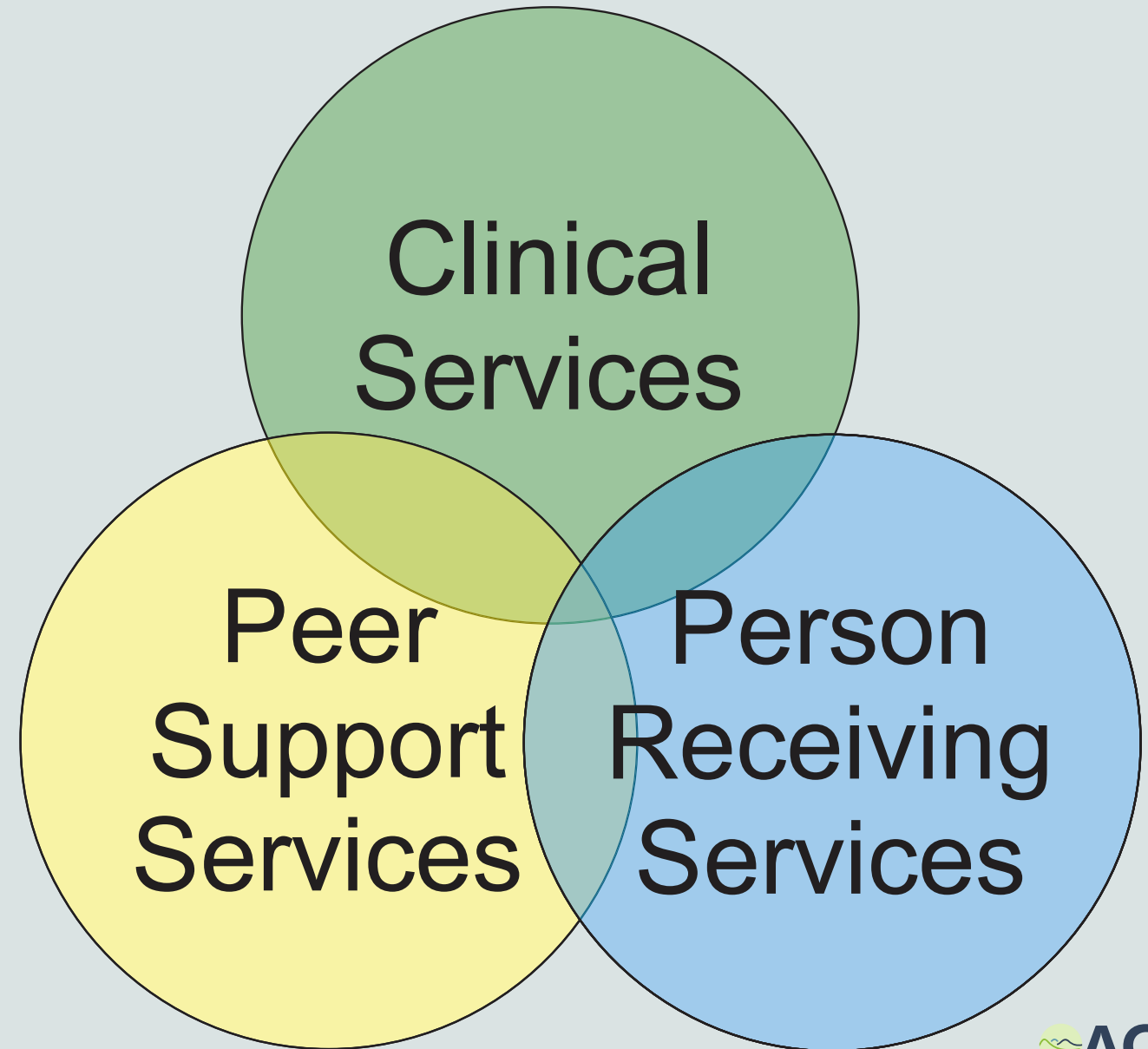
Peer Drift

when the responsibilities of a peer professional begin to stray from the distinctive practices that set them apart from other providers.



A decorative graphic of white leaves on a light gray background, positioned to the left of the text.

There are
three broad
types of peer
drift:





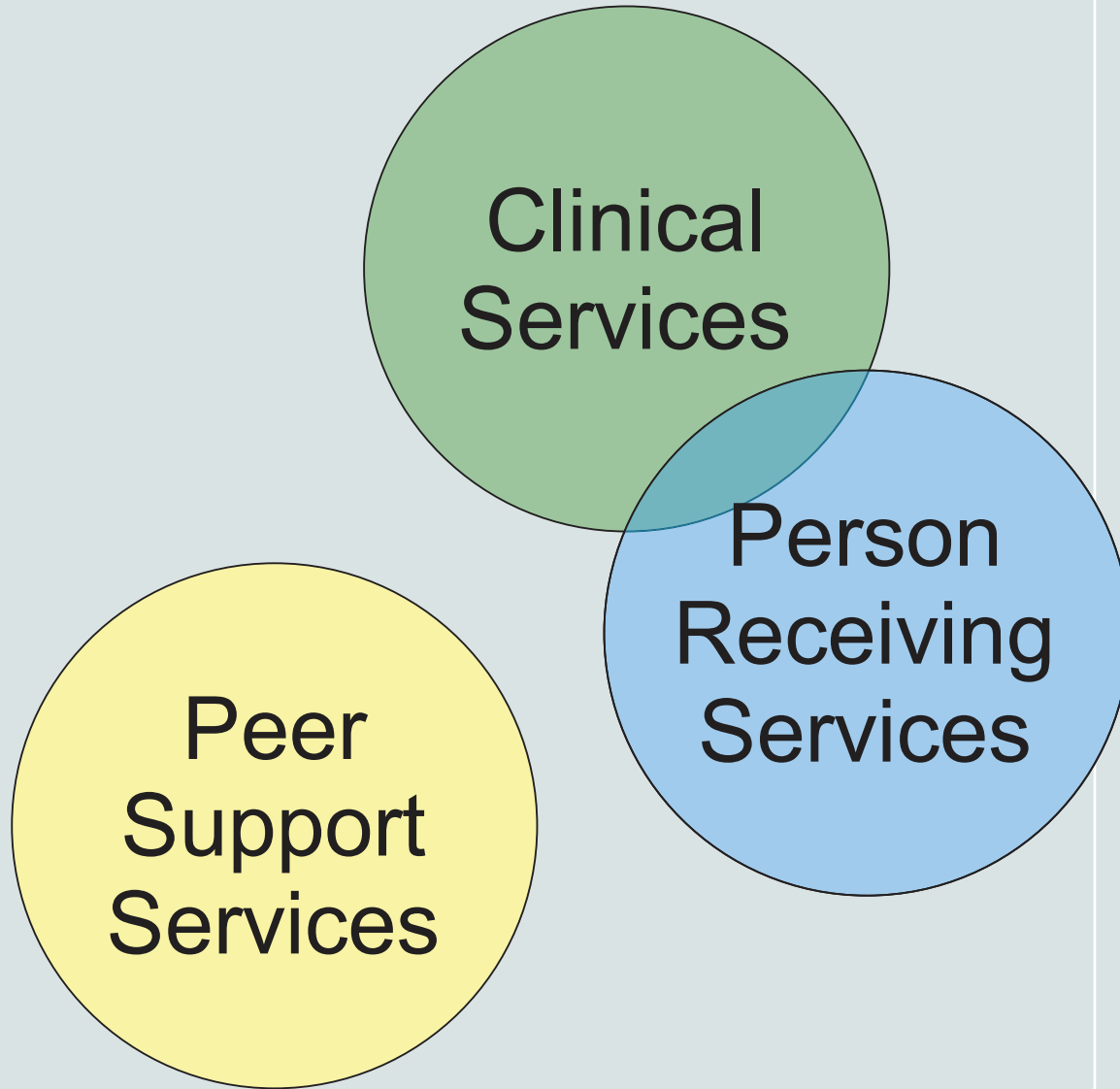
Drifting
towards a
clinical role





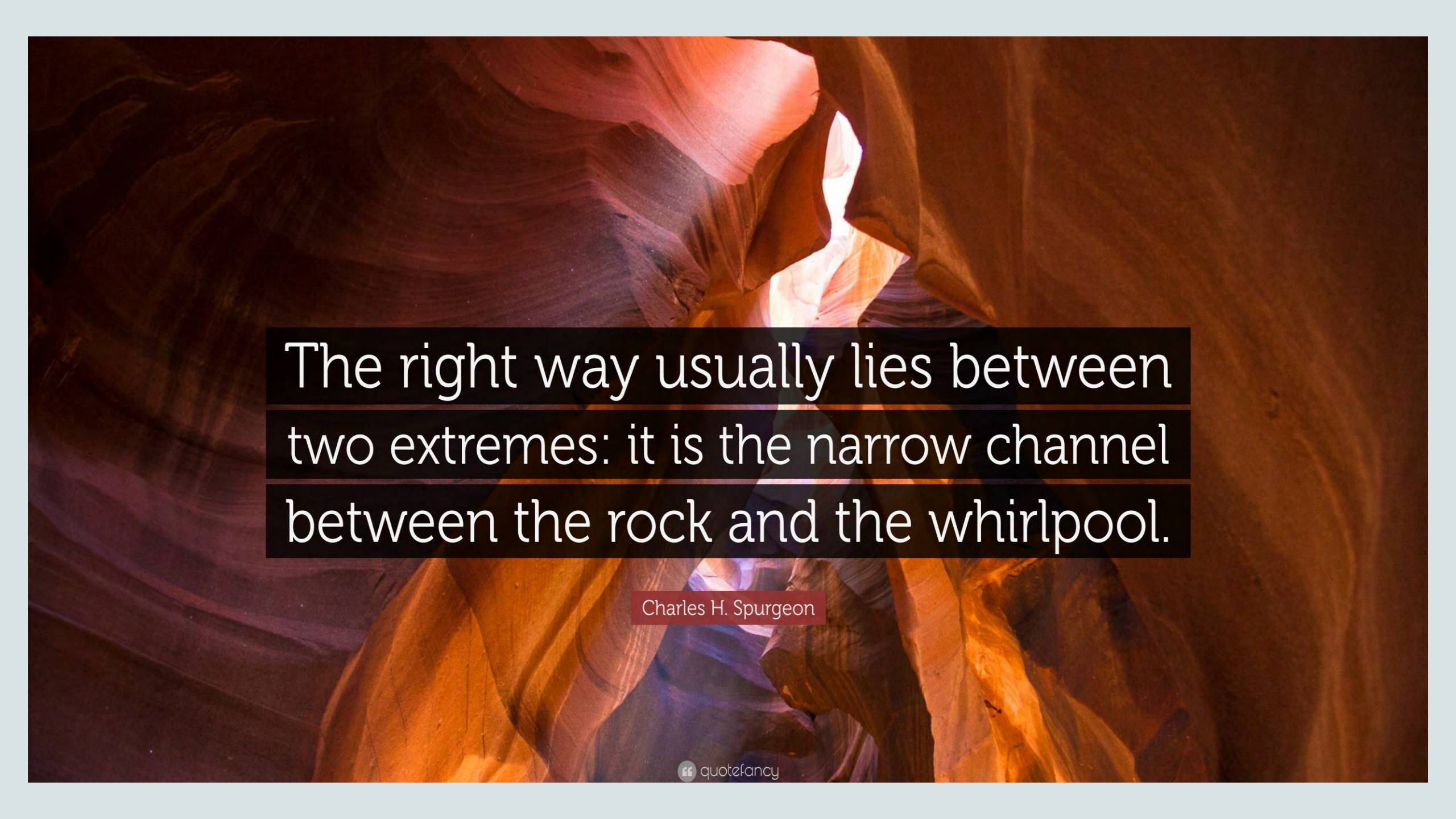
Drifting
towards an
informal or
casual role





Drifting
toward a
marginalized
role



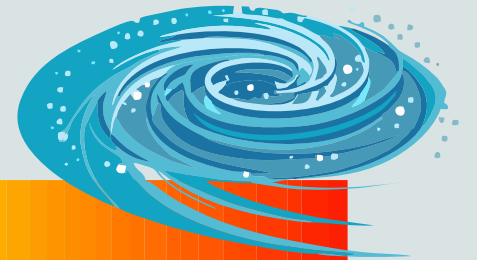


The right way usually lies between
two extremes: it is the narrow channel
between the rock and the whirlpool.

Charles H. Spurgeon

Continuum of Professional Behavior

Zone of Helpfulness



Under involved
(the rock)

Over involved
(the whirlpool)



Zone of Helpfulness

Under involved

Over involved

Disconnected from the peers being served	Connected to the peers being served and mentally present	Over-involved, imposes personal interests & values
Disconnected from the team	Works as a part of the team	Acts independent of or even against the team
Under-reacts to others and situations	Reasonable reactions to others and situations	Over-reacts to others and situations



Zone of Helpfulness

Under involved

Over involved

Lacks warmth, compassion and interest in others	Shows compassion, warmth & interest in others	Overly focused on a select person(s), sexual overtones
Carelessly breaches confidentiality by not being concerned about it	Maintains an awareness of and upholds confidentiality	Purposefully breaches confidentiality, disregards the right to privacy
Unaware of the person's goals	Aware of the person's goals	Disregards person's goals



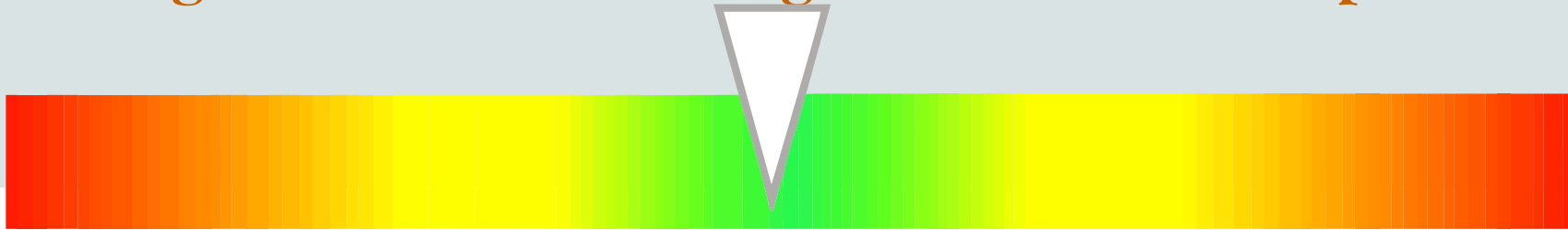
Zone of Helpfulness

Under involved

Over involved

Attends to personal matters on duty and fails to effectively communicate	Communicates clearly, fully and timely manner	Keeps secrets and tells secrets
Not present or responsive when needed	Provides flexible support, promotes independence	Damages independence by doing for, not with the peer
Doesn't provide needed resources and/or supports	Provides support to the peer, to ensure that needs are met	Over extends self, risking quality and safety

Strategies for Maintaining the Zone of Helpfulness



Self-Awareness and
Reflection



Clear Communication



Supervision and
Support



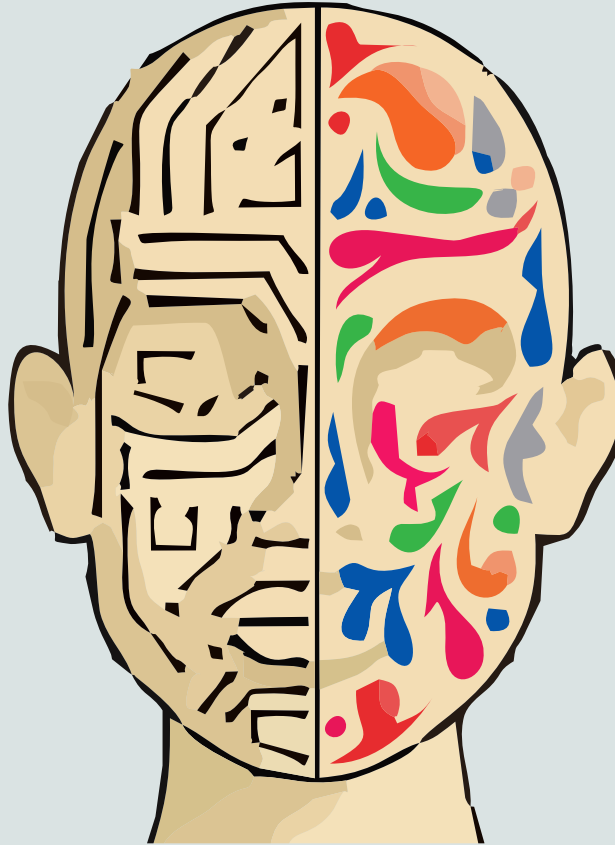
Professional
Development



Self-Care

Putting Ethics into Practice

**Abstract
values**



**Concrete
behaviors**



The mission:

Everyone will use one of the items in the code of ethics, identify the value it represents, and describe what it looks like in practice.

If you were born in January you will use ethic #1, if you were born in July you will use ethic #7.



Example:

The value this represents is:

Peer specialists have the duty to strengthen and expand their skills.

This ethic is applied in the following ways:

- Attend additional trainings,
- Investigate treatment or services they may not be familiar with,
- Share information gained at conferences with others,

Give examples of when it is easy to practice this ethic.

It is fun to go to trainings and conferences.

Give examples of when it is hard to practice this ethic.

It can be hard to make time to do this.

We get used to doing what we do and it is hard to introduce new ideas.



The mission:

Identify the **value** that ethic represents.

Give an example of what that ethic looks like in **practice**.
(How is it can be applied in daily interactions).

Give an example of when it is **easy** to practice this ethic.

Give an example of when it is **hard** to practice this ethic.

?

?

?

?

?

?

?

?

now what



?

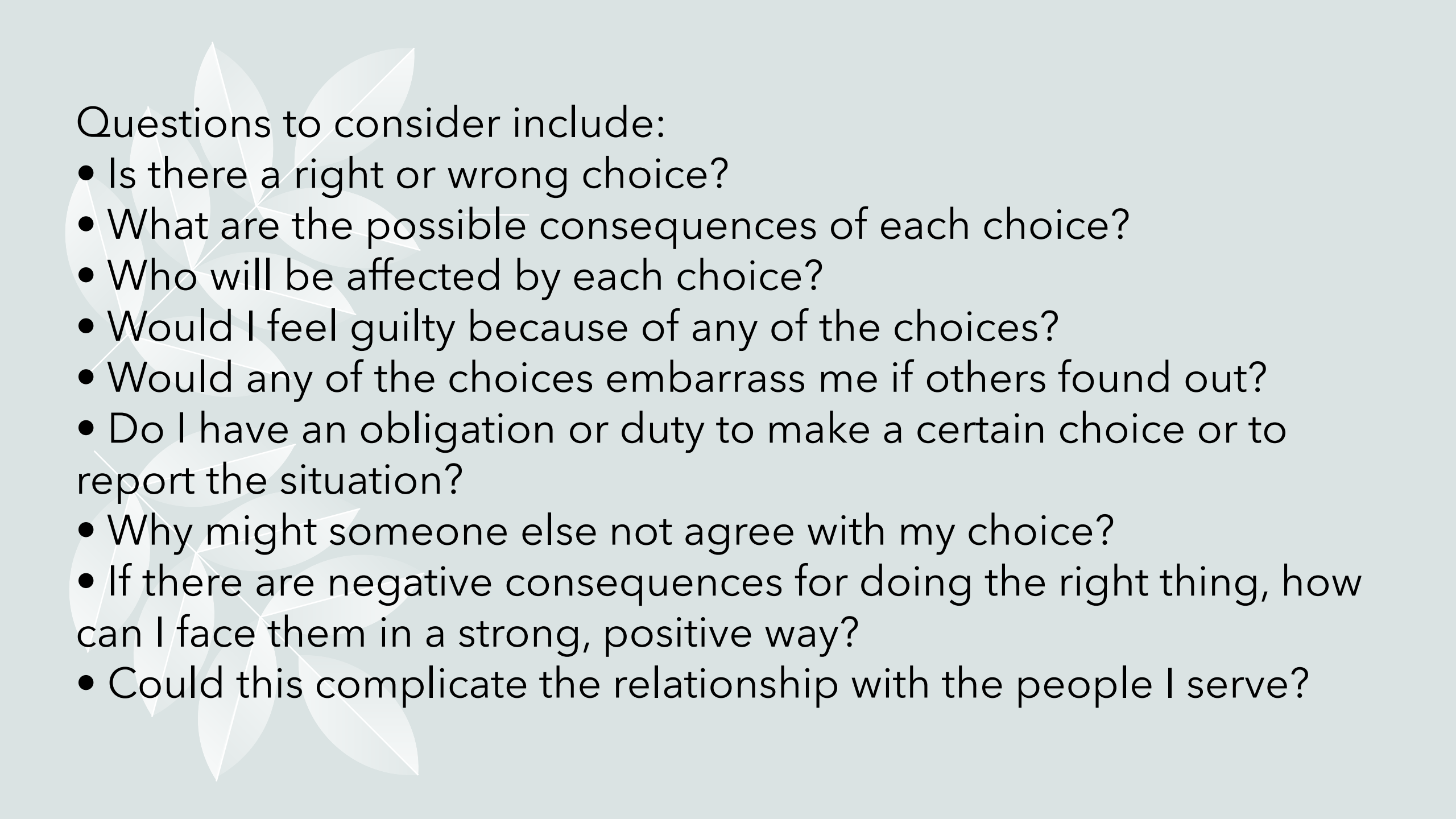
?

?

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?



Questions to consider include:

- Is there a right or wrong choice?
- What are the possible consequences of each choice?
- Who will be affected by each choice?
- Would I feel guilty because of any of the choices?
- Would any of the choices embarrass me if others found out?
- Do I have an obligation or duty to make a certain choice or to report the situation?
- Why might someone else not agree with my choice?
- If there are negative consequences for doing the right thing, how can I face them in a strong, positive way?
- Could this complicate the relationship with the people I serve?

A decorative graphic of several overlapping, stylized leaves in shades of light green and white, arranged in a fan-like pattern on the left side of the slide.

*Thank
You*

Jean Dukarski, CPSS
Lead Trainer

Deborah Monroe, CPSS
Master Trainer



ACG

Appalachian Consulting Group

info@acgpeersupport.com