

Essential Steps for Ethical Problem-Solving

SOWK 430 Week 10

Jacob Campbell, LICSW at Heritage University

Week 10 Plan

Agenda

- * Course content discussion
(midcourse feedback and the A-03 exam)
- * Introduction to the Essential Steps for Ethical Problem-Solving
- * Practice applying the steps with case studies in the forums

Learning Objective

Begin to utilize the Essential Steps method for addressing ethical issues.

Midcourse Feedback

11 out of 40

Working

- Lecture videos and weekly communication
- Forums and assignments that make you think
- Videos and in-person meetups
- Organization and timing

Not Working

- Too much on each weekly unit
- Readings can be hard to follow
- Not sure what an assignment is asking

A-03: NASW Code of Ethics Standards and Principles Exam

- * Multiple Choice, True/False, and one short answer question
- * Open notes/book
- * Be sure you have a Code of Ethics copy nearby
- * Opens with all questions on one page
- * Individual assignment, please complete on your own

CODE OF ETHICS
OF THE NATIONAL ASSOCIATION OF SOCIAL WORKERS

Quiz 1 of 2

The exam is due before 8 AM on Monday, 11/2, which is true?

- It is on the NASW Code of Ethics.
- It is open book.
- It is done individually.
- All of the Above

Quiz 1 of 2

The Exam is Due Before 8 AM Monday 11/2, Which is True

- It is on the NASW Code of Ethics.
- It is open book.
- It is done individually.
- **All of the Above**

Ethical Problem-Solving

Essential Steps

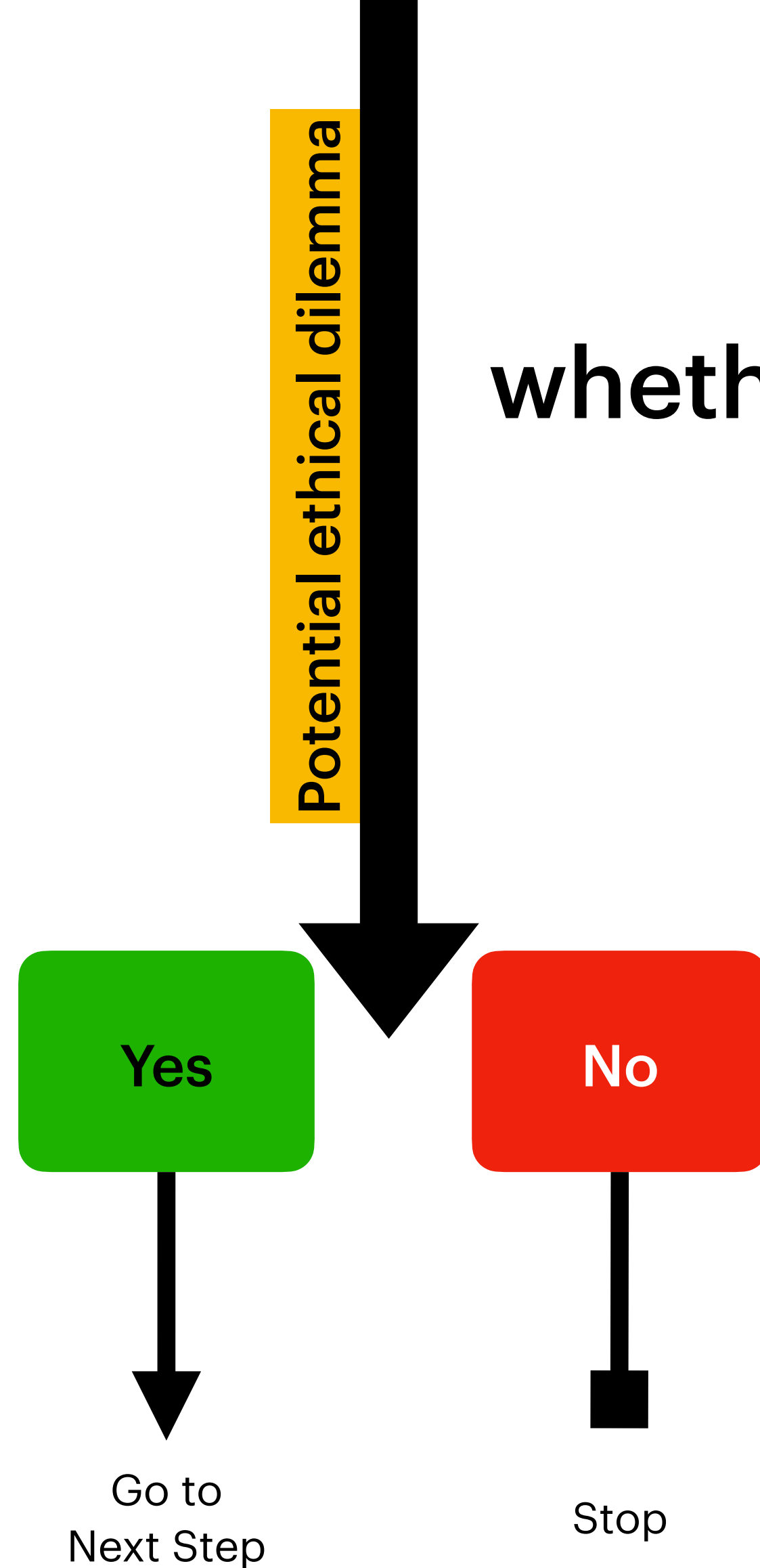
- DETERMINE whether there is an ethical issue or/and dilemma
- IDENTIFY the key values and principles involved
- RANK the values or ethical principles which - in your professional judgment - are most relevant to the issue or dilemma
- DEVELOP an action plan that is consistent with the ethical priorities that have been determined as central to the dilemma
- IMPLEMENT your plan, utilizing the most appropriate practice skills and competencies
- REFLECT on the outcome of this ethical decision-making process

DETERMINE

whether there is an ethical issue or/and dilemma

Is there a conflict of values, or rights, or professional responsibilities?

(For example, there may be an issue of self-determination of an adolescent versus the well-being of the family.)



IDENTIFY

the key values and principles involved

What meanings and limitations are typically attached to these competing values?

(For example, rarely is confidential information held in absolute secrecy; however, typically decisions about access by third parties to sensitive content should be contracted with clients.)



What
Specific
Standards

RANK

the values or ethical principles which - in your professional judgment - are most relevant to the issue or dilemma

1 —
2 —
3 —

What reasons can you provide for prioritizing one competing value/principle over another?

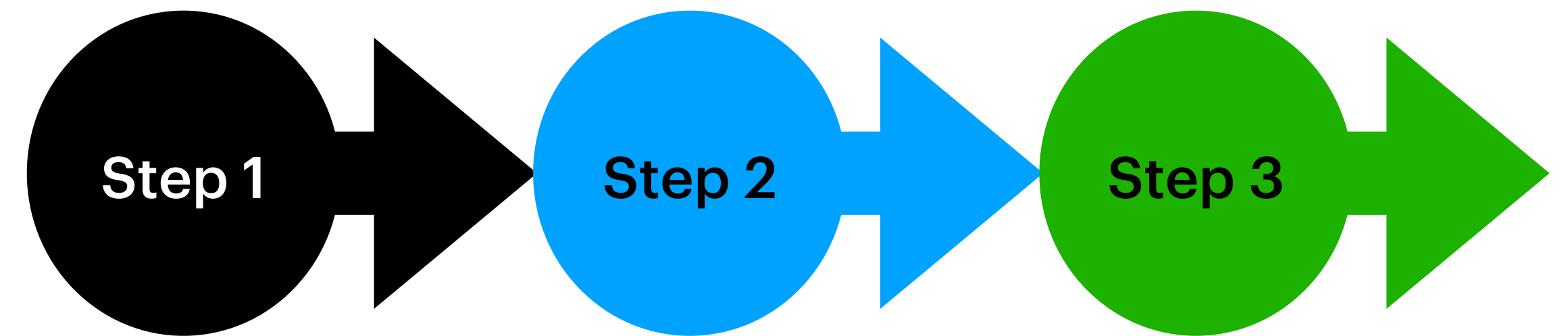
(For example, your client's right to choose a beneficial course of action could cause harm or hardship for others who would be affected.)

DEVELOP

an action plan that is consistent with the ethical priorities that have been determined as central to the dilemma

Have you conferred with clients and colleagues, as appropriate, about the potential risks and consequences of alternative courses of action? Can you support or justify your action plan with the values/principles on which the plan is based?

(For example, have you conferred with all the necessary persons regarding the ethical dimensions of planning for a battered wife's quest to secure secret shelter and the implications for her teenage children?)



IMPLEMENT

**your plan, utilizing the most appropriate
practice skills and competencies**

How will you make use of core social work skills
such as sensitive communication, skillful
negotiation, and cultural competence?

(For example, skillful colleague or supervisory communication and
negotiation may enable an impaired colleague to see her/his impact on
clients and to take appropriate action.)



REFLECT

on the outcome of this ethical decision-making process

How would you evaluate the consequences of this process for those involved: Client(s), professional(s), and agency(ies)?

(Increasingly, professionals have begun to seek support, further professional training, and consultation through the development of Ethics review Committees or Ethics Consultation processes.)



Quiz 2 of 2

In the “identify” step, you should...

- Determine if an ethical dilemma exists
- Pick specific standards that apply to the scenario
- Develop a plan
- All of the above

Quiz 2 of 2

In the “identify” step, you should...

- Determine if an ethical dilemma exists
- **Pick specific standards that apply to the scenario**
- Develop a plan
- All of the above

Forums and Participation

Week 10

- Essential Steps for Ethical Problem-Solving
- Case Studies: Terminating Services, Confidentiality and Protecting Third Parties, and End of Life Issues
- Discussion Regarding Singer's (2013) 78th episode of *The Social Work Podcast* - "Social Work Ethics: Interview with Allan Barsky, JD, MSW, PhD"

Reference

- National Association of Social Workers - Massachusetts Chapter (n.d.)
Essential steps for ethical problem-solving. <https://www.naswma.org/page/100/Essential-Steps-for-Ethical-Problem-Solving.htm>
- Reamer, F., Conrad, A. P., (1995) *Professional choices: Ethics at work* [Video]. NASW Press. Available at <https://www.naswpress.org/product/53643/professional-choices>