

Professional Boundaries and Ethics Using The Five Factors

Guyton Colantuono, NCPS
Executive Director
Project Return Peer Support Network





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LEARNING OBJECTIVES

- Identify risk factors for poor decision making for providers.
- Name the five components of the decision-making process.
- Be able to define components of each factor and how it applies to a variety of situations.
- Understand the difference between ethics and personal boundaries.



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THE FIVE FACTORS TO CONSIDER IN DECISION MAKING



Personal Boundaries – What are my own boundaries in this situation?

Job Role/Responsibilities – what does my employer/job description say about this situation? What is my scope of practice?

Ethics – What does the code of ethics say about this?


Member Preference – What is the person's first choice/inclination in this situation?

Team Treatment Considerations – Is there a treatment reason that influences your decision?

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WHAT ARE ETHICS?



- A Code of Ethics is a set of guidelines and principles used by professional organizations, companies and individuals to govern their decision-making in choosing between right and wrong.
- Do No Harm!
- Forbids exploitation (sex, money, abuse)

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WHAT ARE ETHICS?

Law vs. Ethics

- Law – legal justice; following the norms established by society through the political process.
- Ethics – focus is on social justice; doing what is right. Ethics may be in conflict with unjust laws.

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ETHICS POLL

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RISK FACTORS FOR COMMUNITY BASED WORKERS




<p>Licensed Practitioner in a Traditional Setting</p> <ol style="list-style-type: none"> 1. 50-minute hour in a specific and sterile environment 2. Designated seating – therapist and client chair 3. Helps to clearly delineate the roles/power differentials 	<p>Workers in Recovery and Field Based Settings</p> <ol style="list-style-type: none"> 1. Varying meeting times and places 2. Informal structure – kitchen table, Starbucks for example 3. Therapeutic activities take place in natural settings
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PERSONAL BOUNDARIES/LIMITATIONS




- The level of comfort that an individual worker experiences in acting or behaving in a certain way or sharing information.
- Everyone has limits.
- Certain personal limits may be incompatible with the responsibility of the direct service worker.
- Having no limits can be problematic.

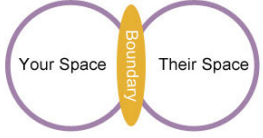
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MAINTAINING HEALTHY BOUNDARIES




- No one is immune.
- Maintain a healthy self-awareness.
- Consult with Colleagues and/or supervisor and be committed to open, honest discussion of these situations.



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Boundary Poll

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Communication is Key!



- Be Aware and take ownership of your personal preferences and/or professional requirements
- Learn to express personal preferences to members in a respectful manner
- Be honest with yourself, coworkers and members
- Acknowledge that a personal preference might also be a limitation

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WHICH SITUATIONS COULD CAUSE HARM?



•A member you work with has children in the same public school as you. You see each other at PTA meetings.

•You are a person in recovery, one of your members attends the same AA/NA group as you.

•You know that Joe, one of your members, is a skilled landscaper. He is currently unemployed and is still awaiting benefits. You hire him to do some clean-up work in your garden to help him get through the month.

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Job/Role Expectations



•Ask yourself, "Does this conversation, behavior, or decision support the helping relationship with this individual?"

•What does my job description say about my actions?

•What is the rehabilitative value behind my action?

•What is the goal of my actions?

•Am I comfortable providing services in the manner that my job requires?

•Am I comfortable sharing what I did with my supervisor or co-worker?

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Member Preference




- Professional boundaries are not established unilaterally, but individually
- Avoid mentalism
- Member choices include preferences about:
 - Personal values
 - Boundaries
 - Staff behavior/interactions
 - Touch
- Where do they prefer to meet with you?
- Would they prefer a different staff?

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TEAM TREATMENT CONSIDERATIONS



- Members current presentation.
- Member's history.
- Members agreed upon treatment plan.
- What are the members goals?
- What stage is the member and staff/team at?
- What behaviors are we trying to increase/decrease?

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SUMMARY OF THE 5 FACTORS




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Vignette Breakout


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TIPS TO SURVIVING BURN OUT AND ETHICAL VIOLATIONS



- The goal is to teach skills and provide support in order to promote independence and a life worth living.
- Interventions should be planned and have rehabilitation value.
- Staff should strive for self-awareness (feelings inform work; avoid burnout).
- Staff must have core skills and knowledge.
- Staff must be able to work as part of a team and seek feedback / support.
- Self-care is essential.

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