

# Principle Guided Decision Making using the 5 Factors

(Ethics and Boundaries)

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## The Principle



Relationships

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## The Principle



Relationships

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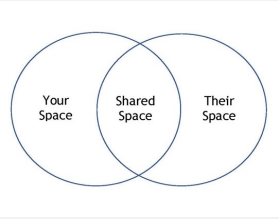
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The relationship



A Venn diagram consisting of three overlapping circles. The left circle is labeled 'Your Space', the right circle is labeled 'Their Space', and the central overlapping area is labeled 'Shared Space'.

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The Thought for the Day



A photograph of a man with glasses and a green shirt speaking at a podium. Behind him is a whiteboard with handwritten text.

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The Thought for the Day



A photograph of the same man speaking at the podium, with the text 'It depends.' overlaid in blue.

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# Our Goals for the Day

Identify and explore the 5 factors of decision making  
Discuss, converse, explore using the 5 factors in our work life  
To develop an awareness of our own values and its impact on our decision-making processes

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# The context

Licensed Practitioner in a Traditional Setting	Workers in Recovery and Field Based Settings
1. a specific time and environment	1. Varying meeting times and places
2. Formal structure and clearly identified parameters	2. Informal structure and situationally designed parameters
3. Activities take place in fixed settings	3. Activities take place in natural settings

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# Principle Guided Decision Making Defined

The decision-making matrix that converge 5 factors to form Professional Boundaries  
Professional Boundaries:  
Refers to both LIMITS as well as POSSIBILITIES how staff may behave and interact with those they serve  
They are consistent and flexible  
They are co-created between the staff AND the person being served

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**The Five Factors**

- Ethics** – What does the code of ethics say about this?
- Personal Boundaries** – What are my own boundaries in this situation?
- 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?
- Job Role/Responsibilities** – what does my job description say about this situation? What is my scope of practice?

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**What do you think?**



A Questionnaire

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**Ethical Considerations**

Ethics are a set of guidelines and principles used to govern decision making in choosing between right and wrong.

Do no harm.

Forbids exploitation (sex, money, abuse)

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<h2 style="text-align: center;">Ethical Considerations</h2>	<p style="text-align: center;"><u>Do the right thing.</u> The law is almost always a lower standard than ethics.</p> <p style="text-align: center;">When companies justify uncomfortable decisions as “legal, it doesn’t make those decisions right.</p> <p style="text-align: center;">Simon Sinek</p>
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<h2 style="text-align: center;">Ethical Considerations Law vs. Ethics</h2>	<p>Code of Ethics – Promotes respect and forbids exploitation</p> <p>Each organizations may vary and will often provide specific recommendations</p> <p><b>Ethics</b> – focus is on social/human justice, doing what is right. Ethics may be in conflict with unjust laws</p> <p><b>Law</b> – legal justice, following the norms established by society through the political process</p>
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<h2 style="text-align: center;">Ethical Considerations Law vs. Ethics part 2</h2>	<p>Ethics ≠ law (may overlap includes policy)</p> <p>Ethics ≠ whatever society accepts</p> <p>Ethics ≠ religion</p> <p>Ethics ≠ individual feelings</p> <p>Ethics = study and development of one’s ethical standards to ensure they are reasonable and well founded</p>
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<h2 style="margin: 0;">Some Ethical Considerations to Take into Account</h2>	<p><b><u>Don't</u></b></p> <p>Lie, Steal, Cheat or...</p>
	<p>Use or purchase drugs with or for a member</p>
	<p>Engage in a romantic/sexual relationship with a member</p>
	<p>Manipulate, force or take advantage of a member</p>
	<p>Devalue or treat a member with disrespect</p>
	<p>Practice outside your realm of training Falsify documentation</p>

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<h2 style="margin: 0;">Personal Preferences</h2>	<p>The level of comfort that an individual experiences in acting or behaving in a certain way or sharing information</p>
	<p>Everyone has limits</p>
	<p>Certain personal limits may be incompatible with the individual's job responsibilities</p>
	<p>Having no limits can be problematic</p>

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<h2 style="margin: 0;">Personal Preferences</h2>	<p><u>Maintaining Healthy Boundaries</u></p>
	<p>No one is immune</p>
	<p>Maintain healthy self-awareness</p>
	<p>Consult with colleagues and/or supervisor and be open to open, honest discussions of these situations</p>

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<h2 style="margin: 0;">Personal Preferences</h2>	<p style="text-align: center;"><u>Communication is Key</u></p> <p>Be aware and take ownership of your personal preferences and/or professional requirements</p> <p>Learn to express personal preferences to members in a respectful manner</p> <p>Be honest with yourself, co-workers, and those you serve</p> <p>Acknowledge that a personal preference may be a limitation</p>
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<h2 style="margin: 0;">Member Preference</h2>	<p>Professional boundaries are established individually</p> <p>Avoid mentalism</p> <p>Member preferences can include:</p> <ul style="list-style-type: none"> <li>Personal values</li> <li>Staff behaviors/interactions/relationships</li> <li>Touch</li> <li>Others?</li> </ul>
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<h2 style="margin: 0;">Member Preference</h2>	<p>What are times when we might not accept the member's preference?</p>
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## Service/Clinical Considerations

Person's current situation/condition  
 Person's history  
 Person's goals  
 Agreed upon service/treatment plan  
 What behaviors are the current focus to increase/decrease  
 What is the current relationship between the person and the team  
 Age related vulnerabilities  
 Member's stressors and/or barriers

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## Job/Role Expectation

Does this conversation, behavior or decision support the helping relationship with the individual? (What is the rehab value?)  
 What does the job description say about possible actions?  
 Am I comfortable providing services as indicated by job requirements?  
 Am I comfortable sharing my decision/action with my supervisor and/or co-workers?

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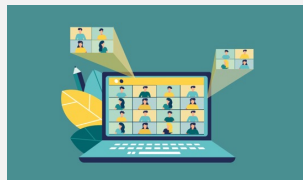
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## What Would You Do?




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# In Summary

Be genuine, authentic, and real  
It's not about you  
(or it might be)  
Rely on your team  
Ask for help  
Question everything

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# Thanks!

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