



Making Purposeful Decisions Using The Five Factors of Decision Making

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Learning Objectives

- ▶ Name the five components of the decision-making process and describe components of each factor.
- ▶ Become clearer on our own personal boundaries.
- ▶ Understand the difference between ethics and personal boundaries.
- ▶ Take into consideration each member's preferences.

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The Five Factors to Consider in Decision Making

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

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

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?

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

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Member Preference

- Professional boundaries are not established unilaterally, but individually
- Challenge our Lenses
- 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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Questions to Consider



Are there times that we go against a member's preference or request?

Are there times that we stretch our comfort and go with a member's preference or request?

The diagram consists of two blue circles connected by two grey arrows. The top arrow points from the left circle to the right circle, and the bottom arrow points from the right circle to the left circle, indicating a reciprocal relationship between the two questions.

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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 or Boundaries Questionnaire



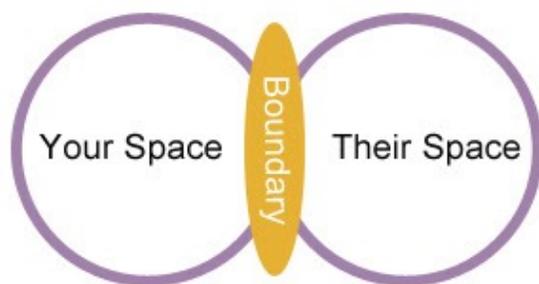
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Personal Boundaries / Limitations

- Positive and negative impacts.
- 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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Personal Boundaries and the Impact



Boundary Poll

MEDICAL PEER SUPPORT SPECIALIST CERTIFICATION

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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 an appropriate/respectful manner.
- ▶ Be honest with yourself and the members.
- ▶ Acknowledge that a personal preference might also be a limitation.

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

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Team Treatment Considerations

- ▶ Members current presentation.
- ▶ Member's history.
- ▶ Members agreed upon treatment plan.
- ▶ What is 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



Member Preference

Ethics

Boundaries and Limitations

Role Expectations

Team Treatment

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