[120-day assignment] – PHI 601-4.A CCCR-2 Study Review Questions (Expanded Answers)

Review your 30-day responses to CCCR. Expand responses with additional learning from your developmental reading and contextualization in your profession, life goals, and service. Include proper APA documentation of sources used in addition to the course material.

1. Define ethics.

Ethics, according to the text given, deals with questions of rightness, fairness, or equity and it is the philosophical study of moral values, rules and standards of conduct that govern the behaviour of individuals or members of a particular profession. It also refers to standards of behaviour that tell us how human beings ought to act in the many situations in which they find themselves. Ethics is a branch of philosophy that studies the difference between right and wrong. (<https://www.accaglobal.com/gb/en/about-us/regulation/ethics/what-is-ethics.html>). It involves systematizing, defending, and recommending concepts of right and wrong conduct. Ethics seeks to resolve questions of human morality by defining concepts such as good and evil, right and wrong, virtue and vice, justice and crime. “Ethics are principles of a moral nature that a person chooses to govern his or her behavior. Some ethics are defined by religion, others by the society in which a person grows up, and others by personal choice.” (<https://homework.study.com/explanation/give-ten-definitions-of-ethics-by-ten-different-philosophers.html>). Ethics within the profession of counselling deals with the commitment to clients to provide a summary of working to professional standards and building an ethical relationship. Ethics specifies the values, principles and personal moral qualities that inform our work and underpin supervision. Good practice considers the application of our commitments to clients and ethics to our practice

1. What is the difference between personal ethics and professional ethics?

 Personal ethics stem from a person's morals and value system that they have grown up to know. However professional ethics addresses itself to ethical principles and responsibilities which are applicable to a particular profession but this is too often taken to include behaviour which is more a matter of professional etiquette or even behaviour that goes beyond the profession itself. Personal ethics refers to the ethics that a person identifies with in respect to people and situations that they deal with in everyday life. (<https://www.iaa.govt.nz/for-advisers/adviser-tools/ethics-toolkit/the-difference-between-personal-and-professional-ethics/#:~:text=Personal%20ethics%20refers%20to%20the,dealings%20in%20their%20professional%20life>.). These are some deeply held beliefs that are influenced by a variety of factors and they guide how a person interacts with others and navigates moral dilemmas in their daily life. Some key aspects are honesty, integrity, fairness, respect, responsibility and compassion.

On the other hand, professional ethics refers to the ethics that a person must adhere to in respect of their interactions and business dealings in their professional life. (<https://www.iaa.govt.nz/for-advisers/adviser-tools/ethics-toolkit/the-difference-between-personal-and-professional-ethics/#:~:text=Personal%20ethics%20refers%20to%20the,dealings%20in%20their%20professional%20life>.). The only difference would be maintaining the ethics within the individual’s profession. This is to ensure that professionals act in a manner that is consistent with the values and expectations of their field, maintaining integrity and public trust. They hold some similar key aspects with an individual’s personal ethics such as integrity, accountability, confidentiality, competence, fairness, respect and transparency. “Integrity is seen as essentially the same virtue expected of one's life partner, a friend, an employee, a priest, a teacher, a politician. Professional integrity then becomes a matter of the extent to which a person displays personal integrity in their professional life.” (https://www.google.tt/books/edition/Professional\_Ethics\_and\_Personal\_Integri/f\_fnDwAAQBAJ?hl=en&gbpv=1&dq=the+difference+between+professional+and+personal+ethics&printsec=frontcover)

1. What are the ethical issues common to most professions?

 The common issues in professional ethics tend to be professional knowledge versus clients rights, conflicting obligations and expectations, informed consent, ambiguity and uncertainty, truth telling, confidentiality, distributing limited resources, priority of client’s interests versus practitioner’s interests, suspension of judgment, limited nature of professional relationship, choice of effective modality, relations with professional colleagues, and adherence to regulations and policies.

Within the workplace in any profession there are a couple issues that professions face, such as unethical leadership and can come in the form of manipulating numbers in a report, spending company money on inappropriate activities, bullying, and much more. Studies indicate that managers are responsible for 60% of workplace misconduct, the abuse of leadership authority is an unfortunate reality. Another form of unethical conduct within the workplace is creating a toxic workplace culture. This can look like continuously repopulating the company with like-minded personalities and toxic mentalities. Even worse, hiring for “cultural fit” can become a smokescreen for discrimination, which can result in more ethical issues and legal ramifications. (<https://www.michiganstateuniversityonline.com/resources/leadership/common-ethical-issues-in-the-workplace/>). Other issues are discrimination and harassment and the best response is to maintain your personal values and repel such intolerant, unethical or illegal group norms by offering an alternative, inclusive perspective as the best choice for the group and the organization. Unrealistic and conflicting goals is another common ethical issue even if a goal feels unattainable; it could raise an ethical red flag. Unrealistic objectives can spur leaders to put undue pressure on their employees, and employees may consider cutting corners or breaching ethical or legal guidelines to obtain them. Lastly, according to this article, questionable use of company technology is classified as another ethical issue within the workplace; this brings a huge cost to the organization when there are lower productivity levels. One survey found that 64% of employees visit non-work related websites during the workday. Not only is it a misuse of company tools and technology, but it’s also a misuse of company time. (https://www.michiganstateuniversityonline.com/resources/leadership/common-ethical-issues-in-the-workplace/)

Reference

<https://www.accaglobal.com/gb/en/about-us/regulation/ethics/what-is-ethics.html>

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