Definitions

- **Ethics**: the system or code of morals of a particular person, religion, group, profession

- **Role Model**: a person who is unusually effective or inspiring in some social role, job, etc. and so serves as a model for others
Five Basic Ethical Principles

1. Do No Harm
2. Act to Benefit Others
3. Show Respect for Each Person
4. Promote Justice
5. Be Faithful, Keep Promises

SEVEN Rules for the Ethical Leader

1. Ethical leaders do not transmit intentionally deceptive or harmful messages to followers.

2. Ethical leaders place concern for others above concern for personal gain.

3. Ethical leaders respect the opinions and attitudes of followers and allow followers the freedom to consider the consequences of their actions.

4. Ethical leaders defend followers when they are censured for carrying out policies supported by the leader.

5. Ethical leaders are consistent in their treatment of followers regardless of gender, ethnic or social background.

6. Ethical leaders establish clear and uniform policies and procedures, which are implemented consistently throughout the group, organization or society.

7. Ethical leaders follow the “golden rule of leadership” by demonstrating a willingness to meet the expectations required of followers.
Ethical Leaders Keep Their Word

• Don’t over promise - we can all only do so much. Don’t make promises you will not be able to keep!

• Write down the promises you make - remind yourself of the commitment you have made.

• Refer when you are unsure - if you don’t have the information you need, pass it on to someone who does.

• Keep in touch - if it looks like you may miss a deadline own up to it and take responsibility.
Being a Role Model

• As a student staff member AND leader you have two very important obligations:

1. Representing the college

2. Serving as a role model for all the other students
The EIGHT Rules of Effective Role Modeling

1. Remember people’s impressions of you are formed from what they hear, see and experience
2. It’s OK to say “I don’t know”
3. Be active, available and accessible
4. Mind your manners
5. Consider the messages you are sending
6. Be respectful
7. Communicate loyalty
8. Model the behaviors you hope to see in your residents
The Confidentiality Conundrum

Don’t make promises you can’t keep…there are situations and times when you must break confidentiality out of care for others:

- Life safety issues
- Violations of the law
- Active violations of policy
The Confidentiality Conundrum

It’s a good idea to inform the students you work with about your *confidentiality limits* and at what point you will need to refer the student to your supervisor.
The Confidentiality Conundrum

• In those situations when you can indeed hold a conversation with a resident in confidence - make sure you do so.

• Information held in confidence should only be shared when it is in the student’s best interest and then only with a supervisor, and ideally with the resident’s knowledge.
Keeping BALANCE

Be honest about your role and responsibilities

Always be aware of how your actions impact your ability to represent the institution

Let down your guard every once in a while - let folks see the real you

Acknowledge that there is a line you can’t cross

Nip inappropriate conversations in the bud

Celebrate the good you do

Enjoy the relationships and responsibilities you have
EIGHT Rules for Managing Staff Friendships

1. Don’t always “Talk Shop”
2. Don’t let other people be your main topic of conversation
3. You are obligated to confront poor staff behaviors even if it’s a friend
4. Look for staff friends who are going to challenge you to be the best you can be
5. Don’t let a staff friend take advantage of you
6. Don’t bash your supervisor
7. Don’t take sides when fellow staff members are in conflict
8. Don’t just look for staff friends who are similar to you
Q/A & Discussion