
Class 3 - Values

Definitions: Key Terms

- Law
 - defines the minimum standards society will tolerate and is enforced by government
 - Ethics
 - represents the ideal standards set and is enforced by professional associations
 - Aspirational Ethics
 - refer to the highest professional standards of conduct to which counselors can aspire
 - Principle Ethics
 - focuses on moral issues with the goal of solving a particular dilemma
 - Virtue Ethics
 - focuses on character traits of the counselor and non-obligatory ideals
-

Basic Moral Principles to Guide Decision Making

- Autonomy
 - Beneficence
 - Nonmaleficence
 - Justice
 - Fidelity
 - Veracity
-

Question 1

- How will you determine what is ethical/unethical and what behaviors are definitely unethical and why?

Steps in Making Ethical Decisions

- The authors' approach to thinking through ethical dilemmas:
 1. Identify the problem or dilemma
 2. Identify the potential issues involved
 3. Review the relevant ethics codes
 4. Know the applicable laws and regulations
 5. Obtain consultation
 6. Consider possible and probable courses of action
 7. Enumerate the consequences of various decisions
 8. Decide on what appears to be the best course of action
-

A MODEL FOR ETHICAL DECISION-MAKING

- **Step 1:**
 - **Develop ethical sensitivity**
 - **Step 2:**
 - **Define dilemma and options**
 - **Step 3:**
 - **Refer to professional standards**
 - **Step 4:**
 - **Examine relevant laws and regulations**
-

A MODEL FOR ETHICAL DECISION-MAKING

- **Step 5:**
 - Search out ethics scholarship
 - **Step 6:**
 - Apply ethical principles to the situation
 - **Step 7:**
 - Consult with supervisor and respected colleagues
-

A MODEL FOR ETHICAL DECISION-MAKING

- **Step 8:**

- **Deliberate and decide**

- **Step 9:**

- **Inform supervisor; implement and document action**

- **Step 10:**

- **Reflect on the experience**
-

Social Constructivism Model of Ethical Decision Making

- Redefines ethical decision making process as an interactive one
 - This model involves negotiating when there is disagreement
 - If consensus is not possible, further negotiating and interactive reflection need to occur
-

The Counselor as a Person and as a Professional

- Counselors must be aware of the influence of their own personality and needs
 - Personal needs of counselors based on unresolved personal conflicts:
 - a need to tell people what to do
 - a desire to take away all pain from clients
 - a need to have all the answers and to be perfect
 - a need to be recognized and appreciated
 - a tendency to assume too much responsibility for the changes of clients
 - a fear of doing harm, however inadvertently
-

Transference

- Transference is the process whereby clients project onto their therapists past feelings or attitudes they had toward significant people in their lives
 - Transference: the “unreal” relationship in therapy
 - Counselors need to be aware of their personal reactions to a client’s transference
 - All reactions of clients to a therapist are not to be considered as transference
 - Ethical issue is dealing appropriately with transference
-

Countertransference

- Countertransference is the counselor's reaction to the client's transference response
 - Examples:
 - being overprotective with a client
 - treating clients in benign ways
 - rejecting a client
 - needing constant reinforcement and approval
 - seeing yourself in your clients
 - developing sexual or romantic feelings for a client
 - giving advice compulsively
 - desiring a social relationship with clients
-

Stress in the Counseling Profession

- Counseling can be a hazardous profession
 - Some sources of stress for counselors are:
 - Feeling they are not helping their clients
 - The tendency to accept full responsibility for clients' progress
 - Feeling a pressure to quickly solve the problems of clients
 - Having extremely high personal goals and perfectionistic strivings
-

Counselor Impairment

- Impaired counselors have lost the ability to resolve stressful events and are not able to function professionally
 - Shared characteristics of impaired counselors:
 - fragile self-esteem
 - difficulty establishing intimacy in one's personal life
 - professional isolation
 - a need to rescue clients
 - a need for reassurance about one's attractiveness
 - substance abuse
-

Maintaining Vitality as a Counselor

- Counselors are often not prepared to maintain their vitality
 - Sustaining the personal self is an ethical obligation
 - Personal vitality is a prerequisite to functioning in a professional role
 - Main challenge is to create a balanced life in these areas:
 - Spirituality
 - Work and leisure
 - Love
 - § Self-direction
 - § Friendship
-

Values and the Helping Relationship

- Value conflicts:
 - To refer or not to refer
 - Referrals appropriate when:
 - therapist's boundaries of competence have been reached
 - therapist has extreme discomfort with a client's values
 - therapist is unable to maintain objectivity
 - therapist has grave concerns about imposing his or her values on the client
-

Values

- Development of value systems are influenced by:
 - Family
 - Peer group
 - Culture
 - Media
 - Religion
 - Education
 - Politics
-

Value Areas

- Education/New Knowledge
 - Money/Possessions
 - Religion/Morals
 - Helping Others
 - Friendships
 - Work/Career
 - Health—Emotional and Physical
 - Love/Affection
 - Achievement/Recognition
 - Marriage/Family
 - Security
 - Leisure
-

Role of Spiritual and Religious Values in Counseling

- Spirituality refers to:
 - general sensitivity to moral, ethical, humanitarian, and existential issues without reference to any particular religious doctrine
 - Religion refers to:
 - the way people express their devotion to a deity or an ultimate reality
 - Key issues:
 - Can the counselor understand the religious beliefs of the client?
 - Can the counselor work within the framework of the client?
-

Policy on End-of-Life Decisions

- Various continuing care or treatment options exist,
such as:
 - aggressive treatment of the medical condition(s)
 - life-sustaining treatment
 - medical intervention intended to alleviate suffering (but not to cure)
 - withdrawing life-sustaining treatment
 - voluntary active euthanasia
 - physician-assisted suicide
-

Values Pertaining to Sexuality

- Counselors need to know their attitude toward:
 - the belief that sex should be reserved for marriage only
 - sex as an expression of love and commitment
 - casual sex
 - group sex
 - extramarital sex
 - premarital sex
 - homosexuality
 - teenage sex
-

Question 2

- What do you believe to be the biggest issue that you will struggle with as outlined in Corey Chapter 3 (sexual attitudes and behaviors, abortion, spirituality, end of life)? Why is that the one for you?
-

Pope and Dickson

- Dickson

- What are differences in confidentiality?
- Why use an Informed Consent?

- Pope

- Comments on ethical study
 - Civil vs. Criminal statutes
-

Multicultural Competence

- Recognizing our limitations
- Manifested in our willingness to:
 - **seek consultation**
 - **seek continuing education**
 - **make referrals**

Counselor Attitudes in Working with Culturally Diverse Clients

■ Overt racist

- overtly hostile, homophobic, racist, ageist, sexist, judgmental (should stay out of the field)

■ Covert prejudice

- tries to hide negative, stereotyped opinions but client picks up cues

■ Culturally ignorant

- lack of knowledge based on homogeneous background (need to learn about other cultures

Counselor Attitudes in Working with Culturally Diverse Clients

■ Color blind

- denies differences: "I don't recognize differences; I treat everyone the same."

■ Culturally liberated

- recognize, appreciate, and celebrate cultural differences; strives for freedom from judgments of diverse clients

Examining Common Assumptions

- **Assumptions about self-disclosure**
- **About assertiveness**
- **About self-actualization and trusting relationships**
- **About nonverbal behavior**
- **About directness**

Cultural Issues in Counseling

- Counselors will encounter diversity in areas such as:
 - gender
 - race
 - culture
 - socioeconomic background
 - physical ability
 - age
 - sexual orientation

Cultural Issues in Counseling

- In dealing with diversity, counselors need to:
 - acquire academic and experiential multicultural training
 - develop working therapeutic relationships
 - be flexible in applying theories
 - be open to being challenged and tested
 - be aware of their own value systems, potential stereotyping, and any traces of prejudice

Guidelines for Addressing Sexual Orientation

- **In order to change therapeutic strategies, one must be open to changing assumptions about sexual orientation**
- **Counselors need to become conscious of their own faulty assumptions**
- **Counselors are challenged to confront their personal fears, myths, and stereotypes regarding sexual orientation**

Counseling Gays and Lesbians

- Exemplary practice includes:
 - **not attempting to change sexual orientation without evidence that client desires change**
 - **recognizing that gay and lesbian individuals can live happy and fulfilled lives**
 - **recognizing the importance of educating others about gay and lesbian issues**
 - **recognizing ways in which social prejudices and discrimination create problems for clients**

Gay and Lesbian Myths

- ❑ **Gay people can be identified by their mannerisms or physical characteristics**
- ❑ **Most gay people could be cured by having a good sexual experience with a member of the opposite sex**
- ❑ **The majority of child molesters are gay**
- ❑ **Gay people have made a conscious decision to be gay**
- ❑ **Gay adults will try to convert youth to their lifestyle**
- ❑ **Homosexuality is a psychological disorder that can be cured by appropriate psychotherapy**
- ❑ **In gay relationships, one partner usually plays the “husband/butch” role and the other plays the “wife/femme” role**
- ❑ **Homosexuality is caused by a defective gene**
- ❑ **Homosexuality is unnatural, since it does not exist in other species**

Asian Americans

- I. Family structure patterns:
 - traditional gender roles
 - honor parents, listen to words of wisdom that come with age
 - extended family rules—especially within the first few generations

Asian Americans

- II. Values and attitudes:
 - education is the ladder to success
 - persevere, don't give up
 - self-denial is the secret to success
 - respect traditions and culture of forefathers
 - don't be ostentatious, forward, brash
 - austerity and renunciation valued
 - duty to family and country
 - spiritual evolution sought