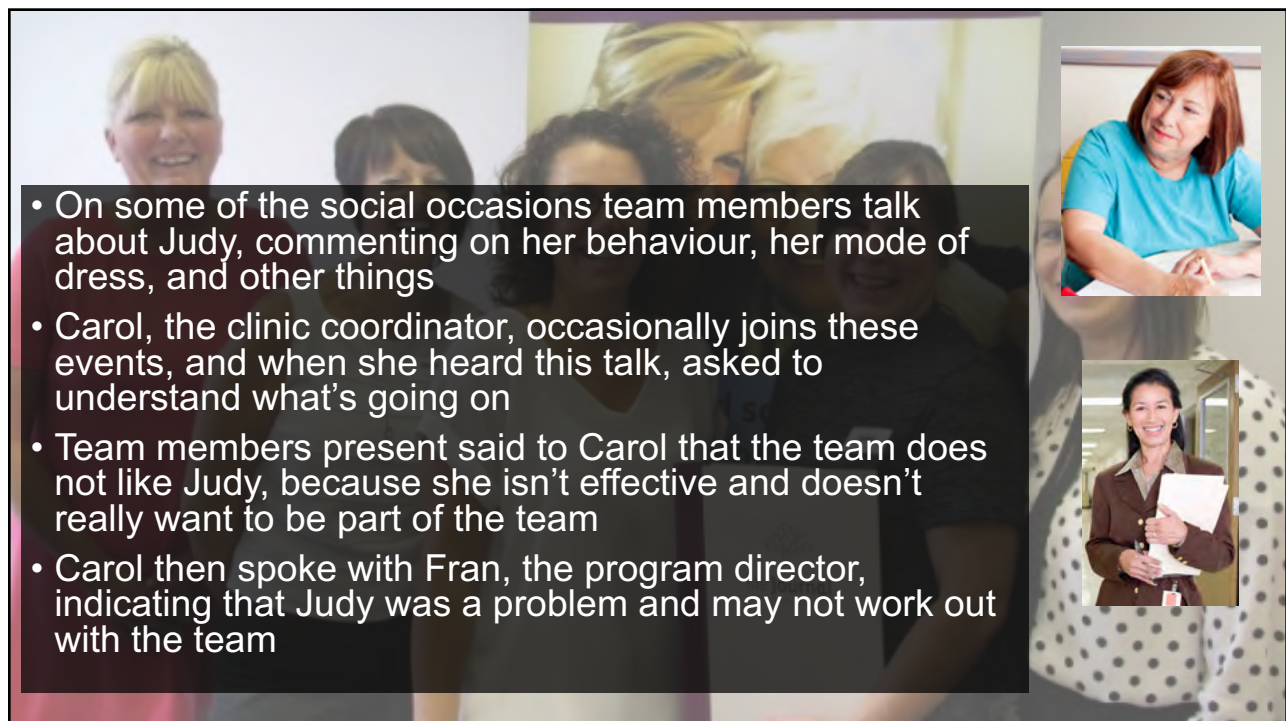
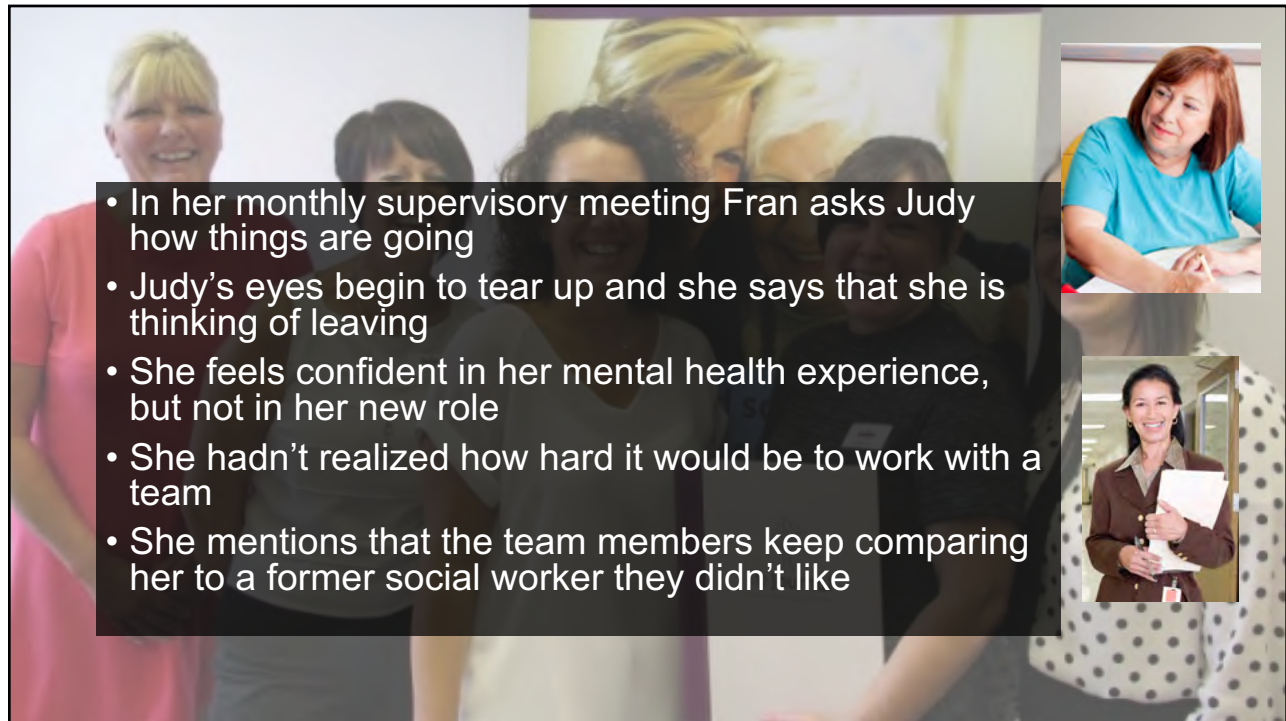


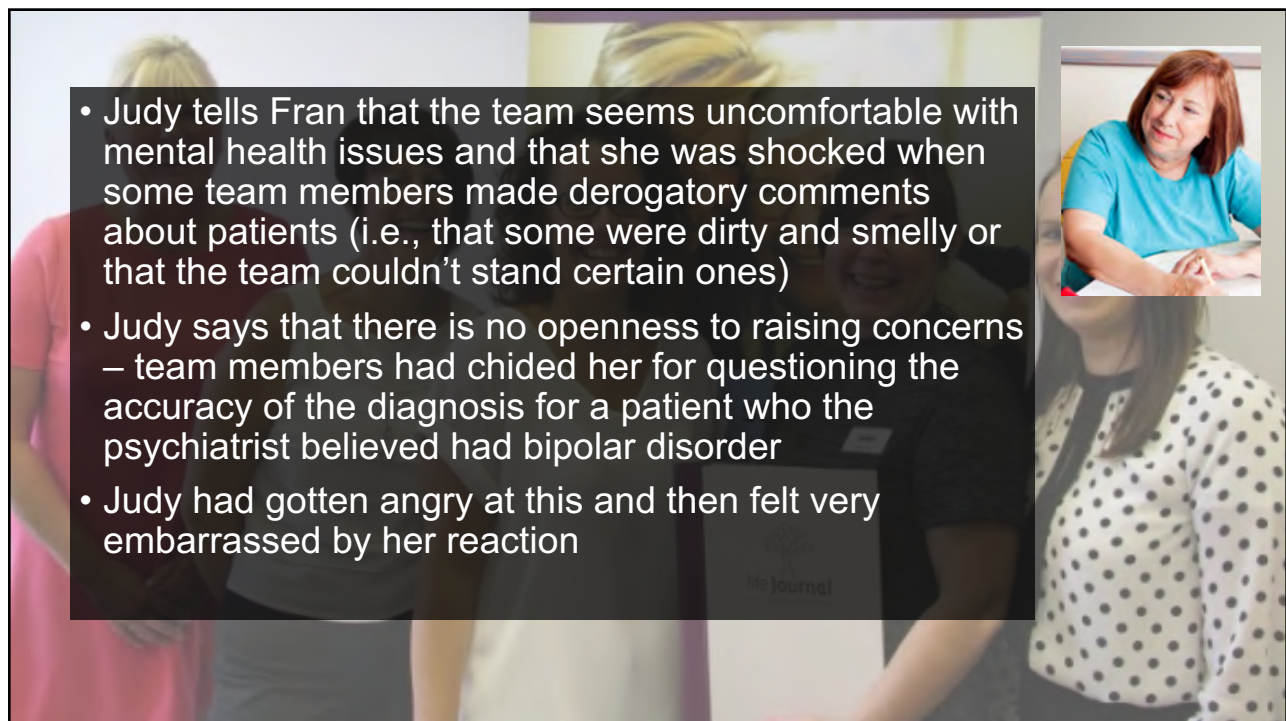
- The inter-professional team often goes out together after work
- Initially, team members invited Judy to join them, but Judy declined the invitations
- The view that has emerged amongst the team is that Judy is not a team player – she doesn't socialize, she doesn't always consult before making patient care decisions
- Her new colleagues also perceive her as hesitant and ineffective in patient care planning meetings



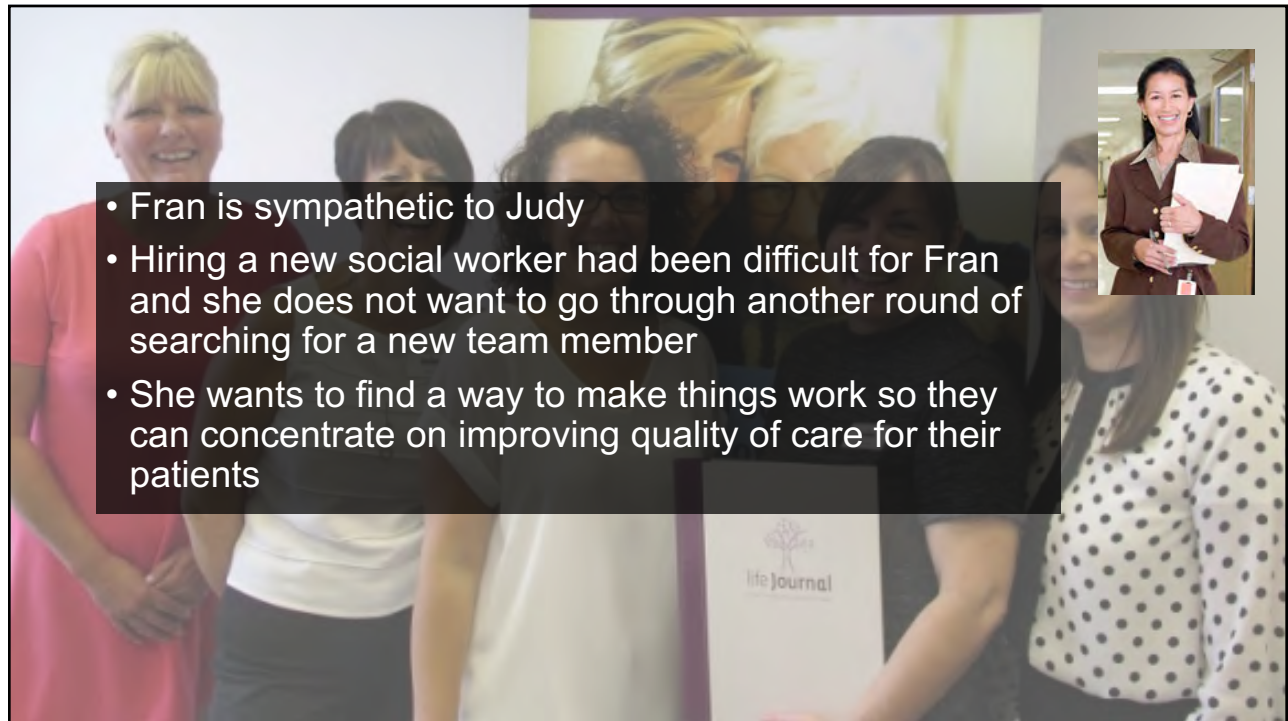
- On some of the social occasions team members talk about Judy, commenting on her behaviour, her mode of dress, and other things
- Carol, the clinic coordinator, occasionally joins these events, and when she heard this talk, asked to understand what's going on
- Team members present said to Carol that the team does not like Judy, because she isn't effective and doesn't really want to be part of the team
- Carol then spoke with Fran, the program director, indicating that Judy was a problem and may not work out with the team



- In her monthly supervisory meeting Fran asks Judy how things are going
- Judy's eyes begin to tear up and she says that she is thinking of leaving
- She feels confident in her mental health experience, but not in her new role
- She hadn't realized how hard it would be to work with a team
- She mentions that the team members keep comparing her to a former social worker they didn't like



- Judy tells Fran that the team seems uncomfortable with mental health issues and that she was shocked when some team members made derogatory comments about patients (i.e., that some were dirty and smelly or that the team couldn't stand certain ones)
- Judy says that there is no openness to raising concerns – team members had chided her for questioning the accuracy of the diagnosis for a patient who the psychiatrist believed had bipolar disorder
- Judy had gotten angry at this and then felt very embarrassed by her reaction



Integrity requires skills of
Critical thinking and
Pluralism



Integrity = **Critical thinking** + **Pluralism**



Integrity = **critical thinking** + pluralism

Values

Facts

Emotions

To live with integrity,

We need to understand what *seems to matter*

We need to develop a well-justified
understanding of what *should matter*

Integrity = **critical thinking** + pluralism



Values: it is important that...



No matter how hard we try,
or how committed we are
If we don't get the facts right,
We can't make good decisions.

Integrity = **critical thinking** + pluralism



Facts: We know that...



We need to understand and be able to process
feelings (ours and others')



To better understand how we are seeing the
world

To enable us to reason critically

To be integrated human beings

Integrity = **critical thinking** + pluralism

Emotions: I'm feeling...

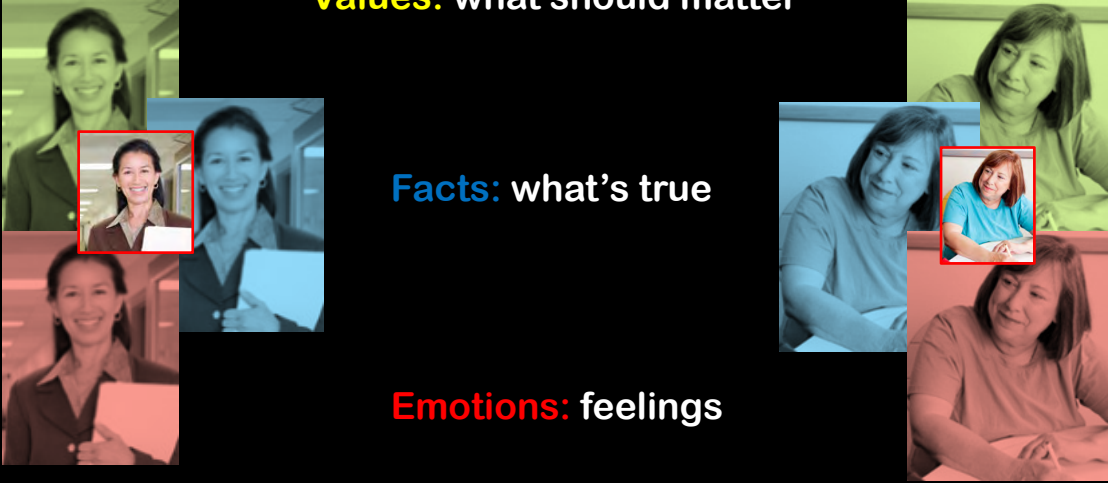


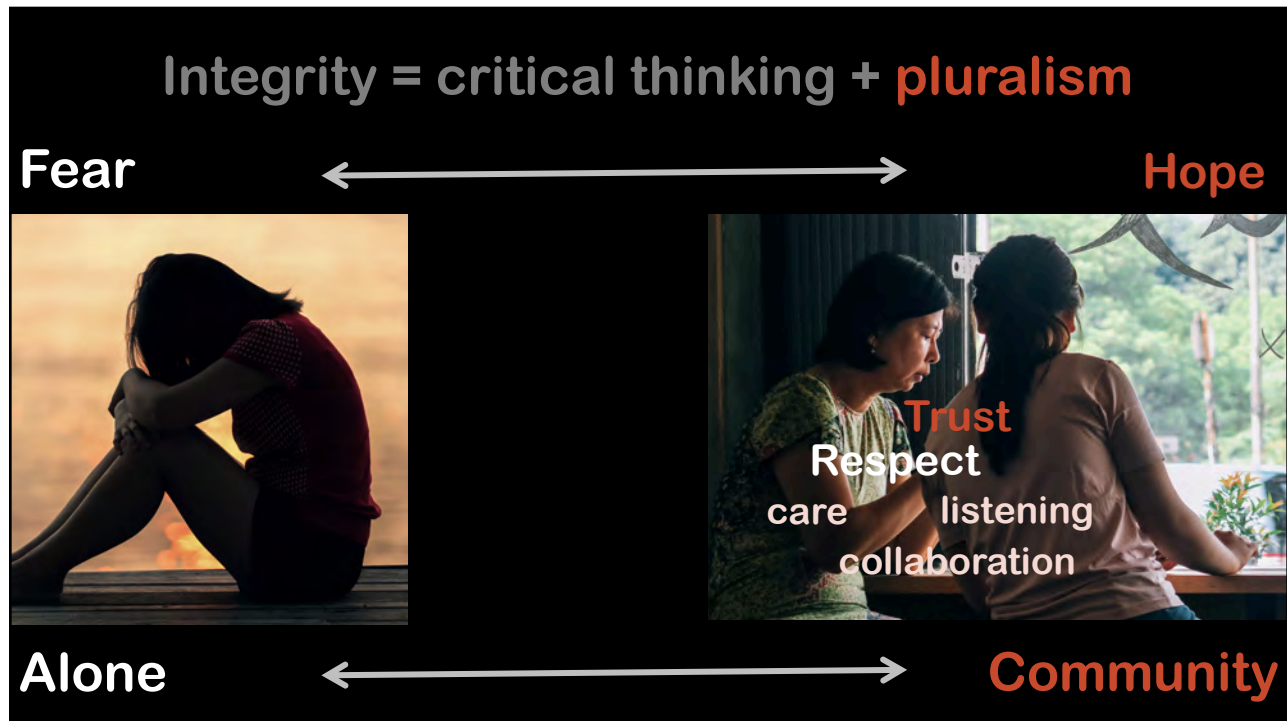
Integrity = **critical thinking** + pluralism

Values: what should matter

Facts: what's true

Emotions: feelings





Respect: Engaging the world with kindness, compassion

- *Unconditional positive regard (be kind and caring)*
 - I will treat you well regardless of the power difference between us
- *Empathetic understanding (be humble and curious)*
 - I will listen to understand your perspective, first without judgment
- *Collaborative thinking (contribute and engage)*
 - I will share what I believe, what I value and how I am feeling and work with you to build and act from a broader perspective

Ethics Framework: A tool for living with integrity - in a diverse world

- What's the question?
- What do we know?
- What's most important & why?
- What are our options?
- Which option is most consistent with our values?
- Decide, Plan, Implement, Learn

Aiming for the best decision, all things considered!

We will practice...

- Developing a clear and shared understanding
 - of **what should matter**
 - of **what the world looks like**
- In a context of
 - Safety, inclusion and trust**
 - Respect**
 - Your three commitments**

Please be kind and generous with our facilitators!

Thank you and enjoy the rest of the day!