

Discussion Questions for Ethical Dilemmas

After initial discussion of a dilemma, the facilitator may pose one or more of the following questions to stimulate further discussion. In addition, the *APA Ethics Code Excerpts Relevant for Organizational Psychologists*, is a helpful companion for the discussion.

1. Which of the following actions might also be pertinent to the dilemma?
 - a) Seeking confidential advice from trusted colleague(s)
 - b) Consulting formal guidelines, standards, or policies
 - c) Reflecting on personal values
 - d) Reflecting on the values of the organization/profession
 - e) Investigating the facts by gathering more information
 - f) Initiating a conversation with the person responsible for the dilemma?
2. Do you think that this incident should have been reported to someone?
3. What would you have done if the dilemma related to law, regulations, or legal authorities?
4. What would you have asked to clarify the ethical conflict?
5. Did you consider if this situation involved mental or physical suffering?
6. What actions could have been taken to minimize harm to clients?
7. How would you have talked about the probable uses of information, who would have access to it, and limits on confidentiality?
8. Could you have commented on how confidential assessments were stored?
9. In this situation, how could you have used professional standards and respect for the person when responding to the dilemma?
10. Did this situation require gaining written informed consent...why/why not?
11. How could a colleague or mentor have been helpful with this ethical dilemma?
12. How would you start a discussion about sexual harassment attributed to a coworker?
13. What actions were taken that reflect a mindset of ethical watchfulness?
14. How does this dilemma relate to boundaries of competence?
15. Could an IRB review *before the dilemma took place* have been helpful in this situation?