



I-O Psychology Ethics BINGO GAME

Developed by SIOP's Committee for the
Advancement of Professional Ethics (CAPE)

Instructions for Participants



1. Read the scenario presented on the slide.
2. Review your APA Ethics Code sheet.
3. Identify the most relevant Ethical Standard.
4. Wait for the facilitator to review the “agreed upon” best standard.
5. If you have the Ethical Standard on your BINGO card, place an X in the corresponding boxes.

Note: After the participants have a few moments to reflect on the scenario and to identify the ethical standard, the facilitator will provide the “agreed upon” best standard for each scenario. Please use this standard as a guide for each scenario.

Bonus: If you have the same standard listed twice on your BINGO card, you should mark it in both places.

How to Win



- Mark five boxes in a row to win BINGO
 - Vertically
 - Horizontally
 - Diagonally
- If you have BINGO, please shout out “BINGO”



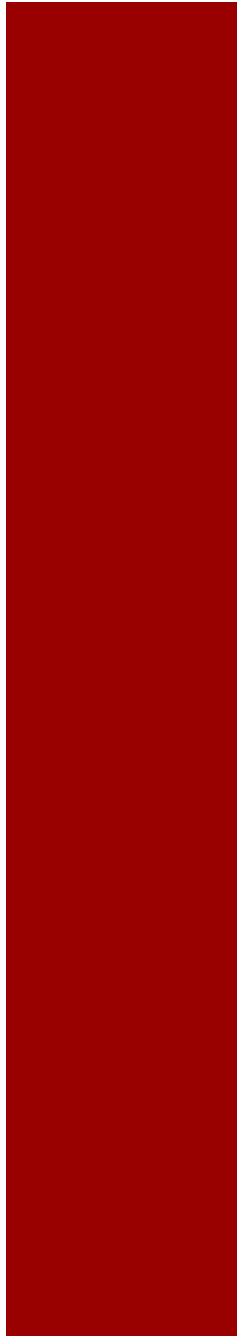
Practice Scenario

- Dr. Baker has a Ph.D. in I-O psychology. She ran into a friend from high school, who manages a non-profit in the area. Dr. Baker updates her friend on her recent graduation and new career in I-O. Her friend congratulates Dr. Baker and implores her to volunteer her services to provide counseling to teens served by the non-profit. Dr. Baker explains that she does not have any experience providing counseling and that she works with organizations and employees. Yet, her friend insists it would just be for a few hours a month until she finds a regular counselor to fulfill the role. What ethical standard most relates?



Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



2.01a. Competence



According to the APA (2010; Section 2, para 1):

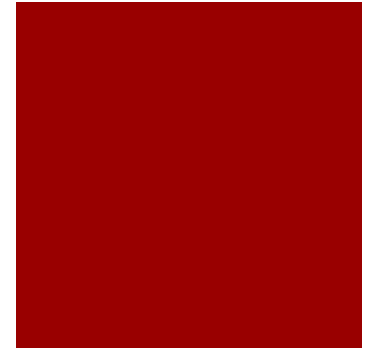
2.01 Boundaries of Competence

(a) Psychologists provide services, teach, and conduct research with populations and in areas only within the boundaries of their competence, based on their education, training, supervised experience, consultation, study, or professional experience.

Do you have that standard on your BINGO card? If so, place an X in the corresponding boxes.

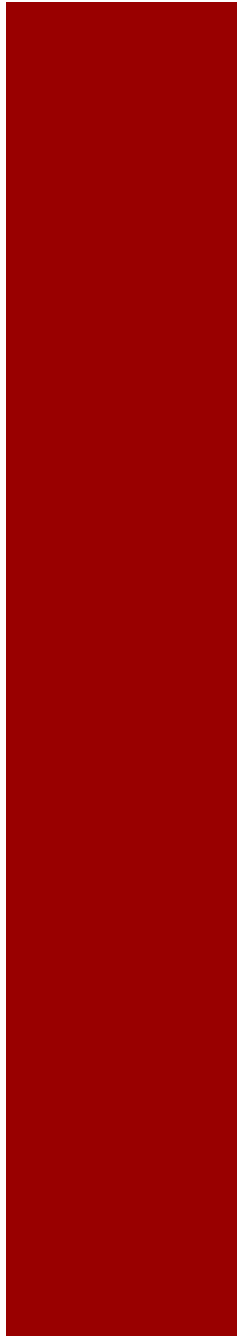
Scenario 1

- When hiring a new I-O Consultant in a large consulting firm, a hiring manager notices that the most promising candidate has worked with several non-profits associated with LGBTQ advocacy and rights. The hiring manager is aware that many in the local community, including some key decision-makers of major clients, hold negative views toward the LGBTQ community. The hiring manager decides not to move forward with the candidate, directly because of this.
- What ethical standard most relates?



Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



3.01 a. Unfair Discrimination



According to the APA (2010; Section 3, para 1):

3.01 Unfair Discrimination

In their work-related activities, psychologists do not engage in unfair discrimination based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, or any basis proscribed by law.

Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.

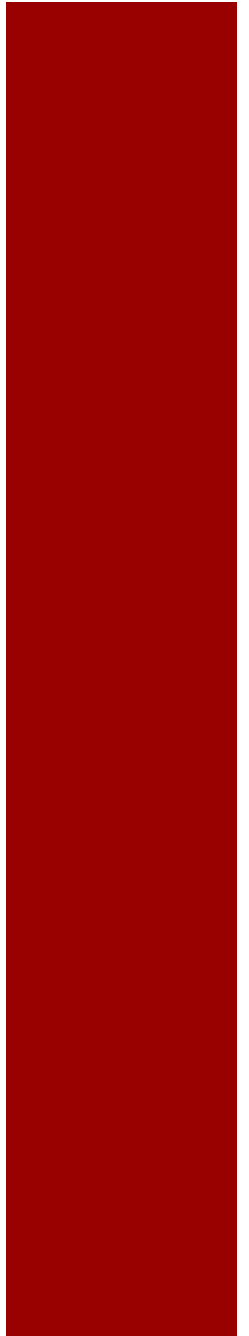
Scenario 2



- An independent Management Consultant takes a contracted and limited role with a start-up consulting firm that specializes in I-O and HR services. The Management Consultant develops some end products for the company on a contractual basis, and then departs upon the completion of that contract. A few months later, the consultant becomes aware that the start-up has posted the consultant's picture and background details on their company website, giving the impression that the consultant is an employee of the company.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



5.01 a. Avoidance of False or Deceptive Statements



According to the APA (2010; Section 5, para 1):

5.01 Avoidance of False or Deceptive Statements

(a) Public statements include but are not limited to paid or unpaid advertising, product endorsements, grant applications, licensing applications, other credentialing applications, brochures, printed matter, directory listings, personal resumes or curricula vitae, or comments for use in media such as print or electronic transmission, statements in legal proceedings, lectures and public oral presentations, and published materials. Psychologists do not knowingly make public statements that are false, deceptive, or fraudulent concerning their research, practice, or other work activities or those of persons or organizations with which they are affiliated.

Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.

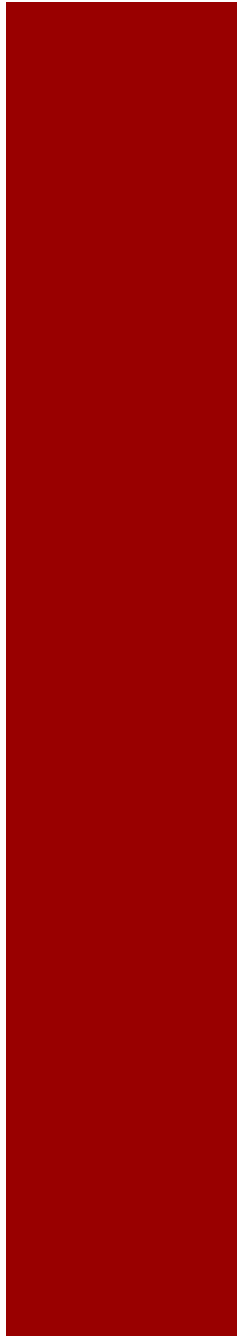
Scenario 3



- Alexis is currently enrolled as a doctoral student, and she has completed all coursework and her dissertation study. Because her Academic Advisor has been away frequently due to health problems, she has yet to defend her dissertation after finishing four months ago. This pushes her commencement date back. Alexis feels that she has earned the Ph.D. and that it is just a matter of these unfortunate circumstances that she has not be conferred her degree already. She decides to include the “Ph.D.” after her name on her business cards and C.V. as she starts applying for jobs in the field.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



5.01b. Avoidance of False or Deceptive Statements



According to the APA (2010; Section 5, para 2):

5.01B Avoidance of False or Deceptive Statements

(b) Psychologists do not make false, deceptive, or fraudulent statements concerning (1) their training, experience, or competence; (2) their academic degrees; (3) their credentials; (4) their institutional or association affiliations; (5) their services; (6) the scientific or clinical basis for, or results or degree of success of, their services; (7) their fees; or (8) their publications or research findings.

Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.

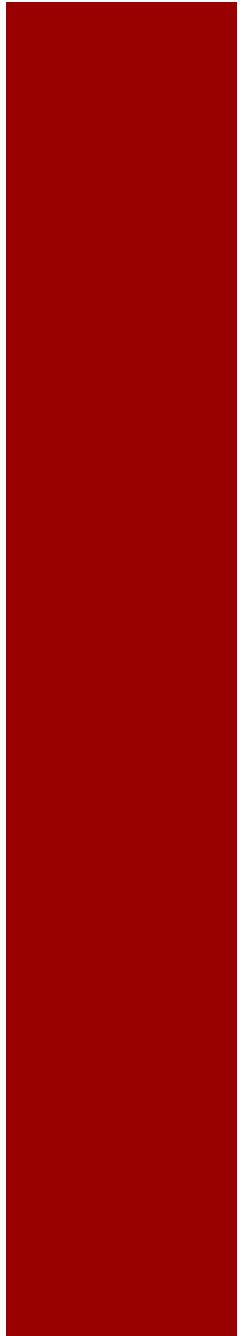
Scenario 4



- An Employee Engagement Specialist begins work with a new client to develop a pulse survey to assess engagement as new interventions are implemented. The Specialist becomes aware that 1/3 of employees assessed do not speak English fluently. When inquiring about the validity of the assessment for the full population of test-takers, the Specialist's inquiry is dismissed with a response that nothing is ever perfect. After several pulse checks, the Specialist is certain the test questions are not translating accurately and concludes that this must be affecting pulse scores. Additionally, those with the language differences on average respond significantly more positively to the pulse survey questions compared to fluent English speakers.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



9.02c. Use of Assessments



According to the APA (2010; Section 9, para 3):

- **9.02 Use of Assessments**

(c) Psychologists use assessment methods that are appropriate to an individual's language preference and competence, unless the use of an alternative language is relevant to the assessment issues.

Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.

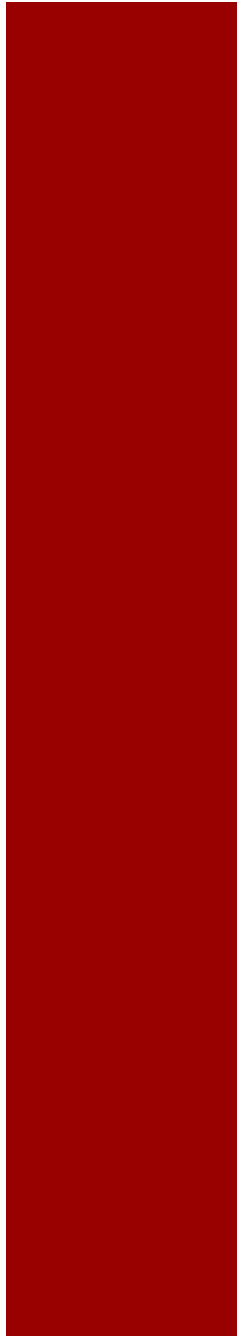
Scenario 5



- Aaron is a graduate student and is working on a submission for the SIOP Conference. The submission is a poster presentation based on the first project that Aaron worked on independently. The study has concluded, and Aaron is ready to present the findings in this platform. At the last minute, Aaron's friend and graduate school colleague pressures him to add the friend's name to the submission as a co-author. The friend promises to return the favor in the future, suggesting it is not going to hurt anyone but would really help the friend out.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



8.12c. Publication Credit

According to the APA (2010; Section 8, para 26):

- **8.12 Publication Credit**

(a) Psychologists take responsibility and credit, including authorship credit, only for work they have actually performed or to which they have substantially contributed. (See also Standard [8.12b, Publication Credit](#).)

Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.



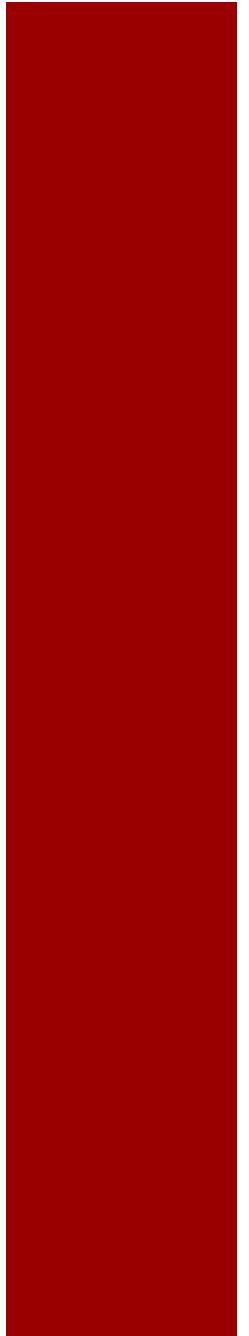
Scenario 6



- After a long week, a group of I-O professionals meets for lunch. Their conversation starts out casual and professional, with discussions of work they were doing in general. However, one of the attendee starts to complain about a current client and says he could really use some advice from his colleagues. As he explains the issues, he becomes frustrated thinking about the client. He starts to share details about the client that are not related to the issue at hand and even includes information that lead several attendees to identify the client.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



4.06. Consultations

According to the APA (2010; Section 4, para 10):

- **4.06 Consultations**

When consulting with colleagues, (1) psychologists do not disclose confidential information that reasonably could lead to the identification of a client/patient, research participant, or other person or organization with whom they have a confidential relationship unless they have obtained the prior consent of the person or organization or the disclosure cannot be avoided, and (2) they disclose information only to the extent necessary to achieve the purposes of the consultation.

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**



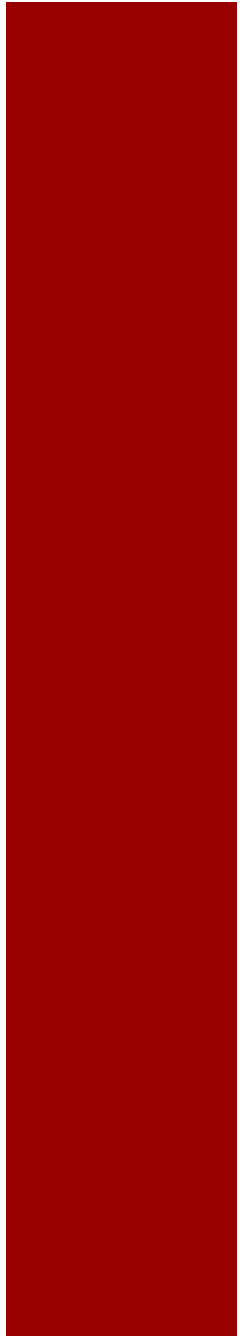
Scenario 7



- A group of I-O colleagues from the same agency plan a fun night out, off work hours. Most of the attendees engage in limited, social drinking. Other attendees become quite inebriated during the night. This contributes to the decision of a Research Scientist in a leadership role at the agency to engage in sexual relations with an intern (graduate student) from the same agency. The Research Scientist provides monthly feedback on the intern's performance as part of the internship program.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



7.07 Sexual Relationships with Students and Supervisees



According to the APA (2010; Section 7, para 10):

- **7.07 Sexual Relationships with Students and Supervisees**

Psychologists do not engage in sexual relationships with students or supervisees who are in their department, agency, or training center or over whom psychologists have or are likely to have evaluative authority. (See also Standard [3.05, Multiple Relationships](#).)

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

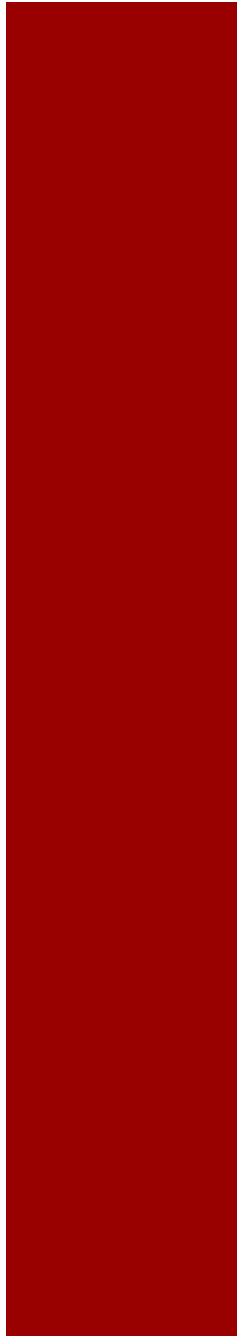
Scenario 8



- A Senior Consultant typically maintains assessment data files on an encrypted Intranet site maintained by the consulting firm. After traveling and working non-stop, she became impatient when the company's server was down, preventing her from saving the files properly. She saved the latest assessment data files, which included identifying information about clients and companies, on a thumb drive. The Consultant placed the thumb drive in her unlocked briefcase. The briefcase was placed in an overhead compartment a few aisles away from her seat on the long haul flight back home.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



9.11 Maintaining Test Security



According to the APA (2010; Section 9, para 21):

- **9.11 Maintaining Test Security**

The term *test materials* refers to manuals, instruments, protocols, and test questions or stimuli and does not include *test data* as defined in Standard [9.04, Release of Test Data](#). Psychologists make reasonable efforts to maintain the integrity and security of test materials and other assessment techniques consistent with law and contractual obligations, and in a manner that permits adherence to this Ethics Code.

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

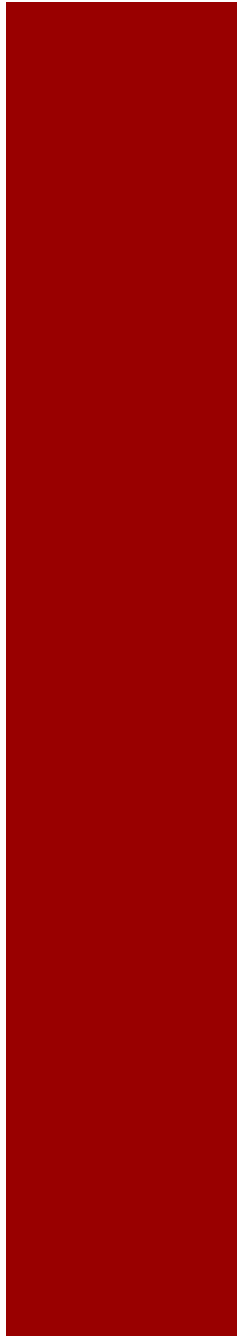
Scenario 9



- An I-O consulting team was working with a client on an employee assessment initiative. The team made clear to employees and management that the results would be kept confidential and that management would only see aggregate scores. After data collection and the presentation of results, a manager requests a breakdown of all subgroups. The consulting team informed the manager that they could only do so for sub-groups of three or more individual employees due to confidentiality issues. The manager responded that confidentiality was not a concern or priority and that the consulting team needed to provide all results for all subgroups, regardless of size.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



4.01 Maintaining Confidentiality



According to the APA (2010; Section 4, para 1):

- **4.01 Maintaining Confidentiality**

Psychologists have a primary obligation and take reasonable precautions to protect confidential information obtained through or stored in any medium, recognizing that the extent and limits of confidentiality may be regulated by law or established by institutional rules or professional or scientific relationship. (See also Standard [2.05, Delegation of Work to Others](#).) of test results and interpretation.

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

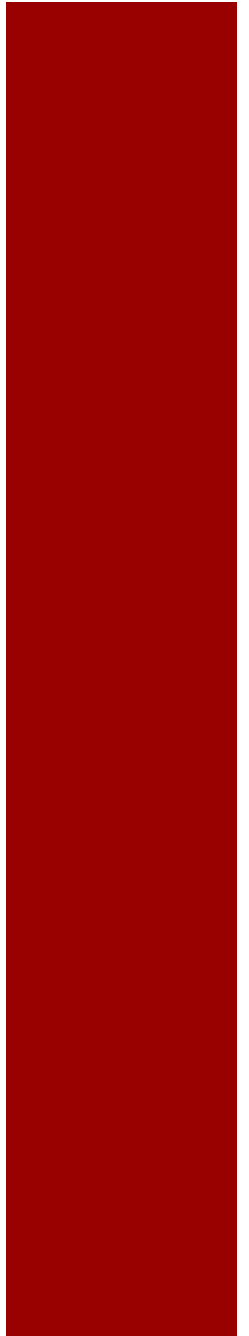
Scenario 10



- An Assistant Professor in I-O Psychology creates several professional workshops targeted at HR professionals and plans to facilitate the workshops over the summer break. The educator is not an approved provider of continuing education in this field. The workshops were not pre-approved to ensure that participants would receive continuing education credits. However, the Assistant Professor advertises the workshops as if they are guaranteed to count towards continuing education hours.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



7.02 Descriptions of Education and Training Programs



According to the APA (2010; Section 7, para 2):

- **7.02 Descriptions of Education and Training Programs**
Psychologists responsible for education and training programs take reasonable steps to ensure that there is a current and accurate description of the program content (including participation in required course- or program-related counseling, psychotherapy, experiential groups, consulting projects, or community service), training goals and objectives, stipends and benefits, and requirements that must be met for satisfactory completion of the program. This information must be made readily available to all interested parties.
- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

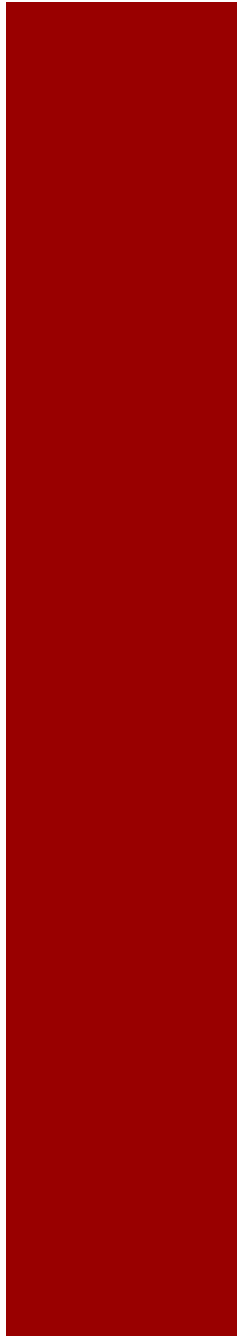
Scenario 11



- An I-O graduate program includes a course in Developmental Psychology, giving students a wider perspective on the nature of human behavior. As part of the course requirements, students must write a 10 page paper in which they analyze their relationships with their parents, applying the concepts from the course as applicable.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



7.04 Student Disclosure of Personal Information



According to the APA (2010; Section 7, para 5):

- **7.04 Student Disclosure of Personal Information**

Psychologists do not require students or supervisees to disclose personal information in course- or program-related activities, either orally or in writing, regarding sexual history, history of abuse and neglect, psychological treatment, and relationships with parents, peers, and spouses or significant others except if (1) the program or training facility has clearly identified this requirement in its admissions and program materials or (2) the information is necessary to evaluate or obtain assistance for students whose personal problems could reasonably be judged to be preventing them from performing their training- or professionally related activities in a competent manner or posing a threat to the students or others.

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

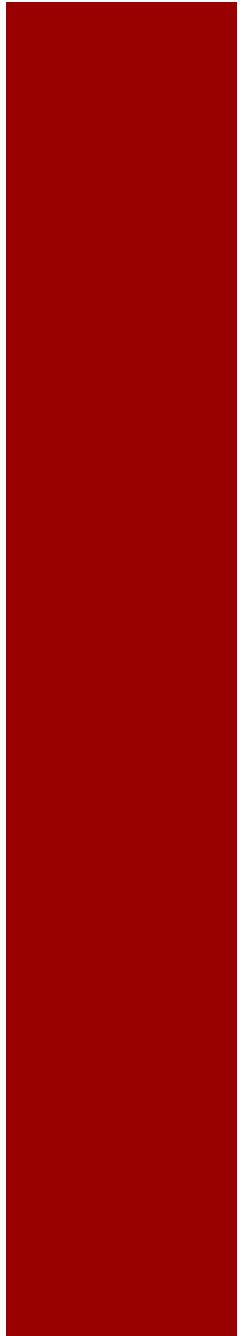
Scenario 12



- After 30 years of teaching, an I-O Professor Emeritus has an acute understanding of student needs and prefers to adapt the course depending on how each class interacts with the course material. As such, the professor prefers not to provide a rigid and limiting course syllabus at the beginning of the semester. Instead, the professor provides assignments, instructions, and assessment information each week over the course of the semester, sometimes adapting midweek.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



7.03 Accuracy in Teaching



According to the APA (2010; Section 7, para 1):

- **7.03 Accuracy in Teaching**

(a) Psychologists take reasonable steps to ensure that course syllabi are accurate regarding the subject matter to be covered, bases for evaluating progress, and the nature of course experiences. This standard does not preclude an instructor from modifying course content or requirements when the instructor considers it pedagogically necessary or desirable, so long as students are made aware of these modifications in a manner that enables them to fulfill course requirements. (See also [Standard 5.01, Avoidance of False or Deceptive Statements.](#))

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

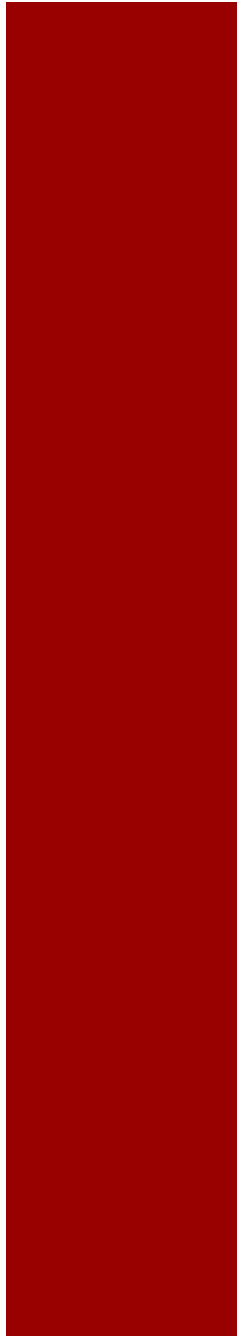
Scenario 13



- An Associate Professor spends four months going back and forth with the University's Institutional Review Board (IRB) to finally receive approval to start collecting data using a sample of undergraduate psychology students. There are only six weeks left in the spring semester, which may be just enough time to collect a substantial sample. However, the professor realizes one of the measures that was included in the initial proposal has recently been revised. Because the changes are limited, and there are time pressures involved, the professor decides to replace the older version with the new one and to start collecting data, without communicating the changes to the IRB.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



8.01 Institutional Approval



According to the APA (2010; Section 8, para 1):

- **8.01 Institutional Approval**

When institutional approval is required, psychologists provide accurate information about their research proposals and obtain approval prior to conducting the research. They conduct the research in accordance with the approved research protocol.

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

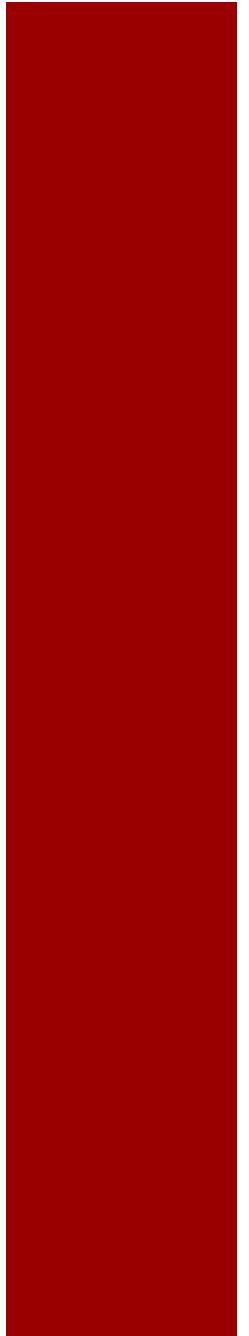
Scenario 14



- A Research Scientist and colleagues were awarded funding to study the effectiveness of service animals in helping Veterans suffering from PTSD as they re-enter civilian workplaces. As part of the study preparation, a training session is held with participants to provide guidance on how to handle, treat, and care for the assigned service animals. One participant is unable to attend the training, but insists that he has extensive experience working with animals and in fact grew up on a farm. To avoid further delays, the Research Scientist overseeing this aspect of the project agrees to allow the participant to start the study without completing the training.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



8.09c Humane Care and Use of Animals in Research



According to the APA (2010; Section 8, para 18):

- **8.09 Humane Care and Use of Animals in Research**

(c) Psychologists ensure that all individuals under their supervision who are using animals have received instruction in research methods and in the care, maintenance, and handling of the species being used, to the extent appropriate to their role.

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

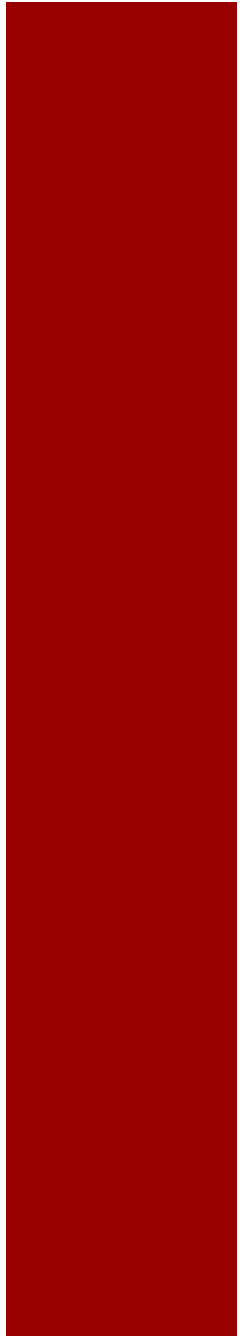
Scenario 15



- The CEO of a client organization invites a Principle Consultant to one-on-one meetings. The CEO requests help establishing a plan for fostering a new organizational culture and vision that emphasizes organizational citizenship type behaviors. After many conversations, all one-on-one, with this CEO, it becomes clear to the Principle Consultant that the CEO seems committed to getting employees to view the company as their main source of meaning and happiness. The conversations highlighted additional goals that only served the organization at the unreasonable expense and sacrifice of employees, who were already generally underpaid and expressing concerns about safety issues in the workplace and significant levels of burnout.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



3.04 Avoiding Harm

According to the APA (2010; Section 3, para 4):

- **3.04 Avoiding Harm**

(a) Psychologists take reasonable steps to avoid harming their clients/patients, students, supervisees, research participants, organizational clients, and others with whom they work, and to minimize harm where it is foreseeable and unavoidable.

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**



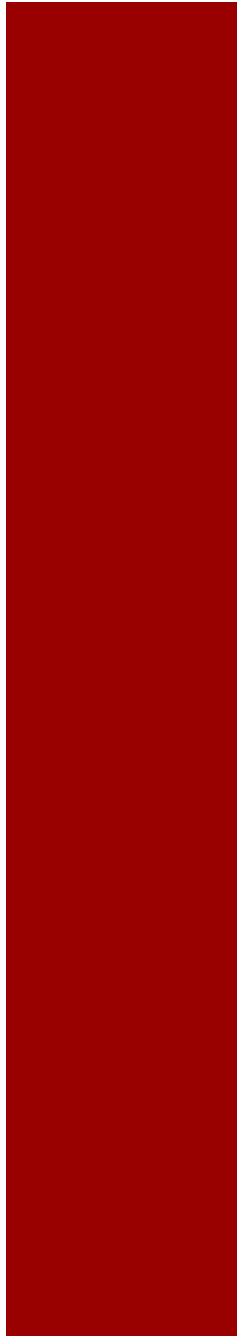
Scenario 16



- A Program Director at a consulting firm experiences personal challenges due to a divorce. The Director becomes increasingly caught up by the events as a child custody hearing nears. Over the last month, the Director misses several deadlines, has only returned about half of emails and phone calls received, and has been distant from colleagues and clients alike. Despite this, the Director has continued to accept additional (new) work assignments.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



2.06 Personal Problems and Conflicts



According to the APA (2010; Section 2, para 11 - 12):

- **2.06 Personal Problems and Conflicts**
 - (a) Psychologists refrain from initiating an activity when they know or should know that there is a substantial likelihood that their personal problems will prevent them from performing their work-related activities in a competent manner.
 - (b) When psychologists become aware of personal problems that may interfere with their performing work-related duties adequately, they take appropriate measures, such as obtaining professional consultation or assistance, and determine whether they should limit, suspend, or terminate their work-related duties. (See also Standard [10.10, Terminating Therapy.](#))
- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

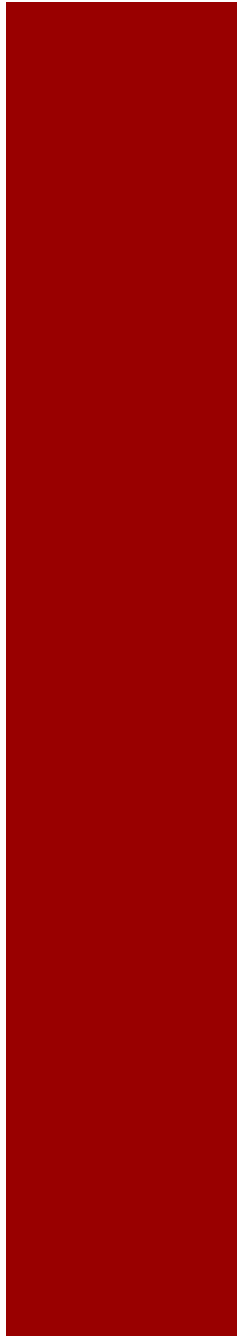
Scenario 17



- A small consulting firm hires an I-O graduate student as a Project Assistant to work as a contractor for a training project. The project involves creating multimedia products as part of a training initiative. The Program Manager asks the new Project Assistant to use their “student status” to rent expensive production equipment from the university, which would provide substantial monetary discounts.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



3.08 Exploitative Relationships



According to the APA (2010; Section 3, para 13).

- **3.08 Exploitative Relationships**

Psychologists do not exploit persons over whom they have supervisory, evaluative or other authority such as clients/patients, students, supervisees, research participants, and employees.

- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**

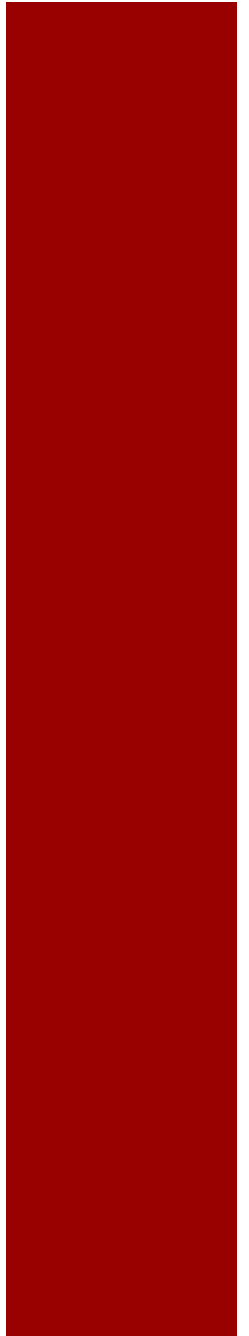
Scenario 18



- A consulting team is tasked with developing a tailored measure of employee engagement for an organization. The team uses appropriate scientific approaches to develop the measure and present it to key decision-makers. One manager asks the team to revise the measure, removing most of the questions that relate directly to *satisfaction with upper management*. The manager then requests to add 10 items that appear unrelated to engagement. The items seem to be designed to produce favorable responses that they would likely inflate the employee engagement scores overall.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



9.05 Test Construction



According to the APA (2010; Section 9, para 12).

- **9.05 Test Construction**

Psychologists who develop tests and other assessment techniques use appropriate psychometric procedures and current scientific or professional knowledge for test design, standardization, validation, reduction or elimination of bias, and recommendations for use.

- **Do you have this standard on your BINGO card?
If so, place an X in the corresponding boxes.**

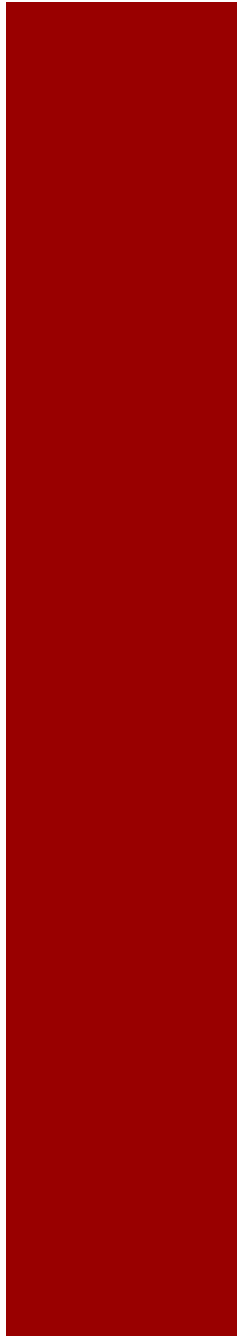
Scenario 19



- A Senior Consultant meets with a new client and discusses their service agreement. The Senior Consultant provided a cost estimate and details for deliverables. As services commenced, at the end of the first month, the client was surprised by several charges billed. The client was unaware that the consultant would charge a minimum rate of one-quarter hour for all communications, including all voice messages left when the consultant initiated missed calls and all emails sent and received (including brief acknowledgements). After reviewing the service agreement, the client found nothing related to these charges disclosed at the start of service.
- What ethical standard most relates?

Which ethical standards apply?

Review your APA Ethics Code sheet. Which of the standards best relates to the scenario?



6.04 Fees and Financial Arrangements A and C



According to the APA (2010; Section 6, para 6, 8).

- **6.04 Fees and Financial Arrangements**
 - (a) As early as is feasible in a professional or scientific relationship, psychologists and recipients of psychological services reach an agreement specifying compensation and billing arrangements.
 - (c) Psychologists do not misrepresent their fees.
- **Do you have this standard on your BINGO card? If so, place an X in the corresponding boxes.**