

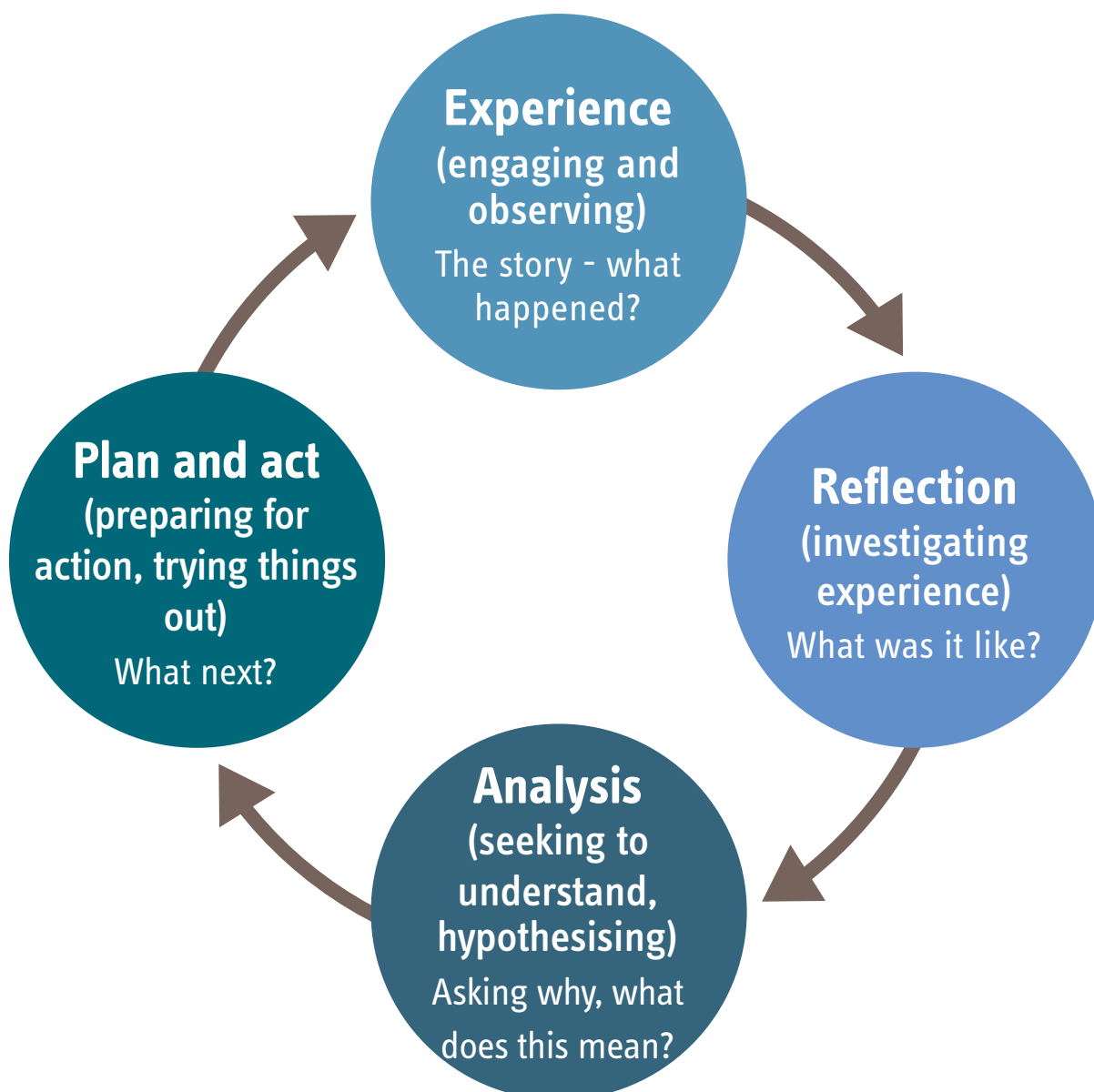
Tool 6: Ethics and values discussion

Supervision can support good decision making through enabling critical reflection. This requires self-awareness and the ability to recognise how our own ethics, values, beliefs, experiences and biases affect the way that we think.

When you are dealing with a difficult issue or case, critical reflection can help you identify where some of the pitfalls lie and how to overcome them.

This tool provides example questions which can be asked in supervision to explore all four stages of Kolb's (1984) reflective cycle to solve a dilemma.

You can use this tool sensitively in individual supervision to prepare for and talk through an ethical dilemma that you face. This tool supports wellbeing by allowing dilemmas to be explored. It also generates learning and insights to improve practice.



Describe the situation for 5 minutes

Take 5 minutes answering questions about experience:

- > What exactly did I do?

Take 10 minutes answering questions about reflection:

- > What beliefs do I have about this kind of situation?
- > What ethics and values did this situation fit with?
- > What ethics and values did this situation contradict?
- > What other experiences in my life does this remind me of?
- > How did I feel about the other people?
- > How did I impact on the situation?

Take 10 minutes answering questions about analysis:

- > What do I think was going on for the other people?
- > What do I know from evidence about this kind of situation?
- > What might another worker do?

Take 5 minutes answering questions about planning and acting

- > What additional information do I need?
- > What else should I consider?
- > What do I do now?
- > What support do I need?