

Ethical Decision-Making in PGPA/PC

This handout summarizes key ethics principles, the IDEA-C framework, common biases, and the importance of team consultation in ethical decision-making.

What Are Ethics?

- Ethics guide decision-making beyond what is legal.
- Ethical dilemmas often require structured analysis.
- Ethics ensure fairness, justice, and accountability in PGPA/PC roles.

Why Ethics Matter in PGPA/PC

- Protecting vulnerable individuals and ensuring their rights.
- Avoiding harm, legal risk, and conflicts of interest.
- Maintaining public trust and professional integrity.

The IDEA-C Framework

1. Identify the Facts - Gather all relevant details before making a decision.
2. Determine Ethical Principles - Define the core values at stake.
3. Explore Options & Consequences - Consider all possible actions.
4. Act on the Best Decision - Choose the most ethical and legal option.
5. Consult with Others - Seek input from colleagues before finalizing.

Common Biases in Ethical Decision-Making

- Confirmation Bias: Seeking evidence that supports pre-existing beliefs.
- Status Quo Bias: Defaulting to how things have always been done.
- Compassion Bias: Letting emotions override fair decision-making.
- Ego in Ethics: Protecting one's reputation rather than making the best choice.

The Role of Psychological Safety & Consultation

- Ethical mistakes happen more often when decisions are made in isolation.

- Psychological safety means feeling comfortable seeking input without fear.
- Consulting with others helps prevent ethical missteps and blind spots.

Key Takeaways & Action Steps

- Ethical decision-making is about fairness, integrity, and accountability.
- Bias and ego can cloud judgment; self-awareness is crucial.
- Consultation with colleagues improves ethical clarity and reduces risks.
- Always apply the IDEA-C Framework to ensure sound ethical choices.