

## PROFESSIONAL ETHICS

Demonstrates understanding of and integrity in adherence to professional code of conduct, organizational values, and professional responsibilities as warranted by the individual's education, training and experience.

NEEDS IMPROVEMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
<p><b>Integrity</b> Does not always follow through on commitments and agreements, and doesn't always take responsibility for actions.</p>	<p>Gains the trust of others by following through on commitments and taking responsibility for own actions.</p>	<p>Has established a reputation for being trustworthy in all situations regardless of risk. Takes a stand based on principles and values and clearly communicates her/his rationale.</p>
<p><b>Ethics</b> Demonstrates deficiencies in understanding or carrying out all work-related activities in compliance with standards of professional, organizational, and ethical conduct.</p>	<p>Demonstrates behaviors consistent with standards for professional, organizational, and ethical conduct. Applies rules and regulations in a consistent, transparent and unbiased manner.</p>	<p>Has demonstrated through discussion, action, and decisions, superior knowledge and adherence to ethical standards. Has influenced in a positive manner decision-making regarding ethical dilemmas experienced by the organization.</p>
<p><b>Scope of Practice</b> Does not always work within the scope of practice defined by her/his profession, licensing body and the specific position in the agency as it relates to acquired education, training and experience.</p>	<p>Understands and works within the scope of practice defined by her/his profession, licensing body and the specific position in the agency as it relates to acquired education, training and experience.</p>	<p>Has demonstrated through actions a superior knowledge of and adherence to a prescribed scope of practice. Has influenced in a positive manner the scope of practice issues experienced in the organization.</p>