### Determining Your Proficiency — Integrity & Ethics

Use the descriptions to determine your current and desired level of proficiency

<table>
<thead>
<tr>
<th>Professionalism</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td><strong>Self-Awareness</strong></td>
<td>Understanding one’s strengths, limitations, emotions, and biases in a variety of situations and articulating how one’s interests, skills, and values align with educational and professional goals.</td>
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<tr>
<td><strong>Integrity &amp; Ethics</strong></td>
<td>Making choices and consistently acting in a manner that displays integrity (following internal principles, morals, and values) and ethics (following external laws, rules, and norms) in personal and professional settings.</td>
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<tr>
<td><strong>Brand</strong></td>
<td>Demonstrating the continual development of a positive impression or image in every facet of life while seeking feedback from others to ensure congruence between one’s intended and perceived reputation.</td>
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| **Awareness** | • Understands the difference between integrity and ethics  
• Possesses the desire to do act rightly in personal and professional settings |
| **Basic** | • Thinks about how a commitment to integrity and ethics has and continues to guide decisions and actions in personal and professional settings  
• Asks others how their decisions and actions are guided by a commitment to integrity and ethics |
| **Intermediate** | • Exhibits a commitment to integrity and ethics —walks the talk— and seeks feedback from others to guide decisions and actions in personal and professional situations  
• Recognizes personal and professional situations can involve genuine dilemmas, which differ from questions with one correct answer and require an exercise of judgment one must be prepared to defend |
| **Advanced** | • Exhibits a commitment to integrity and ethics —walks the talk— when making decisions/acting in personal and professional situations and challenges others when integrity and ethics aren’t considered  
• Evaluates implications of different courses of action (e.g., likely consequences) that can have an impact on others or one’s profession/organization, as well as one’s self (character/brand) |
| **Expert** | • Focuses on the greater good while consistently showing one’s commitment to integrity and ethics in making decisions/acting in personal and professional situations.  
• Sought out by others for guidance in understanding what is entailed by one’s commitment to integrity and ethics. |

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