



DETERMINING YOUR PROFICIENCY – INTEGRITY & ETHICS

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

Professionalism		
Self-Awareness	Integrity & Ethics	Brand
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.	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.	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.
Level of Proficiency	Description	
Awareness <i>theoretical knowledge</i>	<ul style="list-style-type: none"> • Understands the difference between integrity and ethics • Possesses the desire to do act rightly in personal and professional settings 	
Basic <i>limited experience</i>	<ul style="list-style-type: none"> • 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 <i>practical application</i>	<ul style="list-style-type: none"> • 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 <i>extensive experience and application</i>	<ul style="list-style-type: none"> • 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 <i>recognized for mastery and attainment in all areas</i>	<ul style="list-style-type: none"> • 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. 	