ACPA / NASPA Professional Competencies
Longwood University Student Affairs Individual Self-Assessment:
Ethical Professional Practice

The **Ethical Professional Practice** competency area pertains to the knowledge, skills, and attitudes needed to understand and apply ethical standards to one's work. While ethics is an integral component of all the competency areas, this competency area focuses specifically on the integration of ethics into all aspects of self and professional practice. *On the left*, please rate your skill, ability, and knowledge regarding the outcomes. *On the right*, please indicate how important each outcome is to your current work.

Inadequate	Adequate	Good	Excellent		Not Important	Somewhat Important	Very Important	Essential
1	2	3	4	Articulate one's personal code of ethics for student affairs practice, which reflects the ethical statements of professional student affairs associations and their foundational ethical principles.	1	2	3	4
1	2	3	4	Describe the ethical statements and their foundational principles of any professional associations directly relevant to one's working context.	1	2	3	4
1	2	3	4	Explain how one's behavior embodies the ethical statements of the profession, particularly in relationships with students and colleagues, in the use of technology and sustainable practices, in professional settings and meetings, in global relationships, and while participating in job search processes.	1	2	3	4
1	2	3	4	Identify ethical issues in the course of one's job.	1	2	3	4
1	2	3	4	Utilize institutional and professional resources to assist with ethical issues (e.g., consultation with more experienced supervisors and/or colleagues, consultation with an association's Ethics Committee).	1	2	3	4
1	2	3	4	Assist students in ethical decision-making and make referrals to more experienced professionals when appropriate.	1	2	3	4
1	2	3	4	Appropriately address institutional actions which are not consistent with ethical standards.	1	2	3	4
1	2	3	4	Demonstrate an ethical commitment to just and sustainable practices.	1	2	3	4
1	2	3	4	Explain how one's professional practice aligns with both one's personal code of ethics and ethical statements of professional student affairs associations.	1	2	3	4
1	2	3	4	Identify and seek to resolve areas of incongruence between personal, institutional, and professional ethical standards.	1	2	3	4
1	2	3	4	Address and resolve lapses in ethical behavior among colleagues and students.	1	2	3	4
1	2	3	4	Recognize the legal influences on the ethical statements of different functional areas/professions within student affairs (e.g., medical professionals, counselors).	1	2	3	4
1	2	3	4	Identify and articulate the influence of various cultures in the interpretation of ethical standards.	1	2	3	4

1	2	3	4	Articulate and implement a personal protocol for ethical decision-making.	1	2	3	4
1	2	3	4	Engage in effective consultation and provide advice regarding ethical issues with colleagues and students.	1	2	3	4
1	2	3	4	Ensure those working in the unit or division adhere to identified ethical guidelines and appropriately resolve disparities.	1	2	3	4
1	2	3	4	Actively engage in conversation with staff about the ethical statements of professional associations.	1	2	3	4
1	2	3	4	Actively support the ethical development of other professionals.	1	2	3	4
				‹‹‹‹‹Calculate Sub-Totals for each column›››››				

Total for all columns on left _____ ÷ 18 = _____ (Average for Skill, Ability & Knowledge)

Total for all columns on right _____ ÷ 18 = _____ (Average for Importance)

Competencies considered to be areas of strength:

Competencies most needing improvement:

Plan for Improvement:

*The language for each outcome was taken from the 2010 ACPA/NASPA Professional Competencies Areas for Student Affairs Practitioners and the Individual Self-Assessments were adapted for use by the Student Affairs Division at Longwood University in 2010.