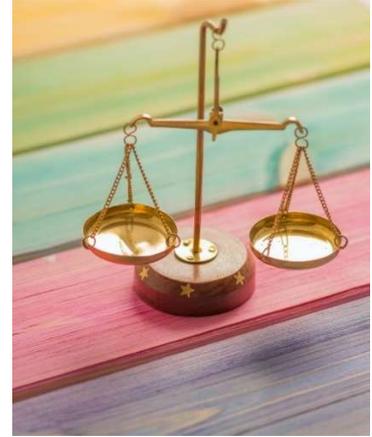


## REFLECTIVE QUESTIONS: ETHICS IN I/O PSYCHOLOGY

1. What are some situations where organisational psychologists may typically violate professional boundaries?
2. What could an organisational psychologist do to ensure they maintain professional boundaries with a coaching client?
3. When might an organisational psychologist be confronted with a situation requiring intervention beyond their professional competence? What would you do in this situation?
4. When might an organisational psychologist breach confidentiality protocols?
5. An organisational psychologist is contracted by a large company to implement organisational development and change initiatives. This was a highly competitive contract and the psychologist was pleased to have successfully landed the job. During conversations with a staff member, the psychologist is made aware of bullying and sexual harassment behaviours by some of the executive staff (including the CEO) toward lower-level employees. What should the psychologist do?
6. After conducting an employee engagement survey for an organisational client, the Managing Director of the organisation demands access to the confidential survey data. What would you do in this situation as the organisational psychologist? What are your ethical obligations?
7. You are contracted to Company X as an organisational psychologist where you have been working closely with the HR manager. The organisation arranges a staff Christmas party on site which you attend, and you enjoy some drinks with the team. When the event finishes, the HR manager invites you to accompany her and a few colleagues to a nearby bar to continue the celebrations. Are there any ethical considerations here?
8. You are employed by a company as an organisational psychologist and part of your role involves career coaching and redeployment. You work closely with an employee named "Sarah" who has been openly unhappy in her current role. After working with Sarah to increase her confidence and assess her competencies, you recommend her for a new position that has opened up within the company and she successfully lands the role. Sarah is so happy in her new position and loves her new team. To thank you, she gifts you a very expensive bottle of champagne. How should you respond to Sarah's gesture?
9. You are scrolling through your LinkedIn page and notice an associate in your network is using the title "Organisational Psychologist". You have knowledge of this person's professional background



## REFLECTIVE QUESTIONS: ETHICS IN I/O PSYCHOLOGY

and know that whilst they are a psychologist practicing in the business context, they do not have organisational endorsement.

- a) How should you approach this issue? What should your first step be?
- b) Would there still be an issue if this individual was using the title “Business Psychologist?”

10. What are some ethical issues that may arise for organisational psychologists in a consulting context? Consider issues related to:

- a) competence
- b) conflicts of interest
- c) confidentiality
- d) informed consent