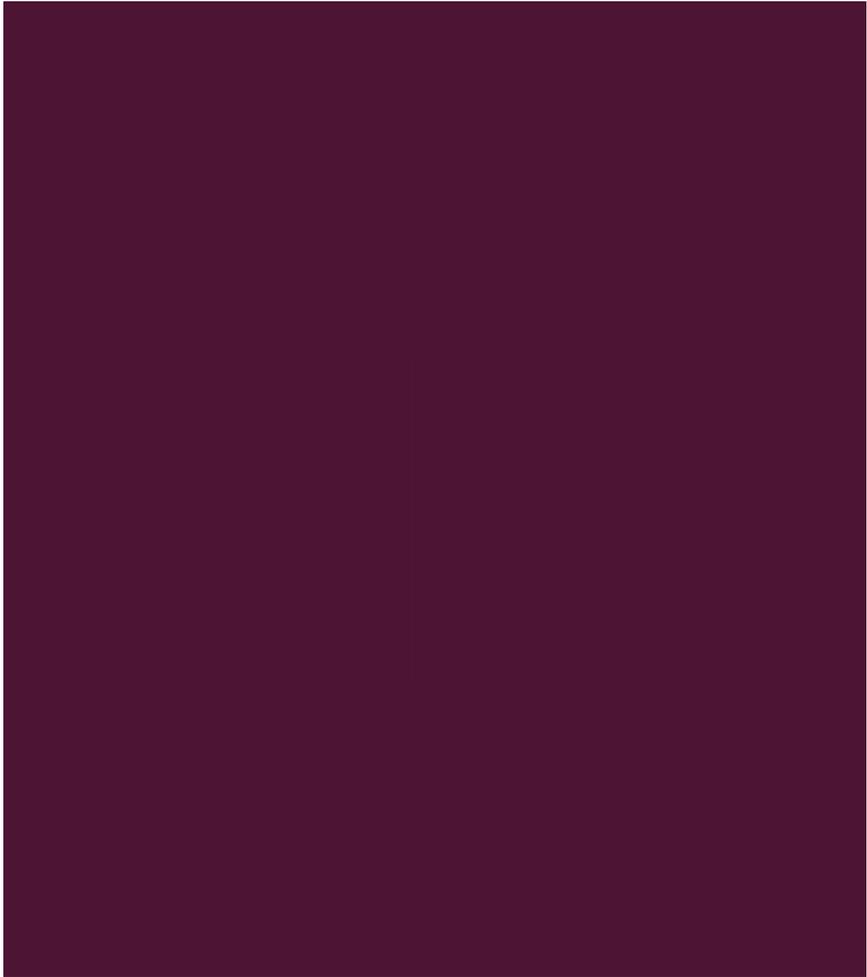




THE ETHICS OF SELF-CARE

ARIZONA PSYCHOLOGICAL ASSOCIATION'S ANNUAL
CONVENTION

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DISCLOSURE

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Dr. Buckman has no relevant financial or nonfinancial relationships to disclose.

“WITHOUT SELF-CARE, THERE’S NOT GOOD PATIENT CARE. INTEGRATING IT INTO A ROUTINE BECOMES EASIER WHEN YOU SEE IT NOT AS AN ADDITIONAL BURDEN BUT AS PART OF YOUR PROFESSION AND CRAFT.”
– JOHN NORCROSS, PHD, ABPP



Identify at least two ways self-care impacts the ethical decision-making process.



Describe the Quality-Enhancement Model of ethical-decision making.



Identify two self-care strengths and weaknesses



Formulate self-care goals that relate to ethical practice.

GOALS

PREP

- What self-care activities do you engage in on a daily or weekly basis?
- What are regular barriers to engaging in self-care activities?
- Do you notice when you need additional time for self-care?
 - If yes, are these times/events predictable?
 - If no, you are in the right place.

SPECIAL ASPECTS OF OUR WORK

Cultural and social context

Confidentiality

Professional boundaries

We are the “equipment.”

Stigma around admitting our own mental health
issues

NEGATIVE
IMPACTS OF
STRESS



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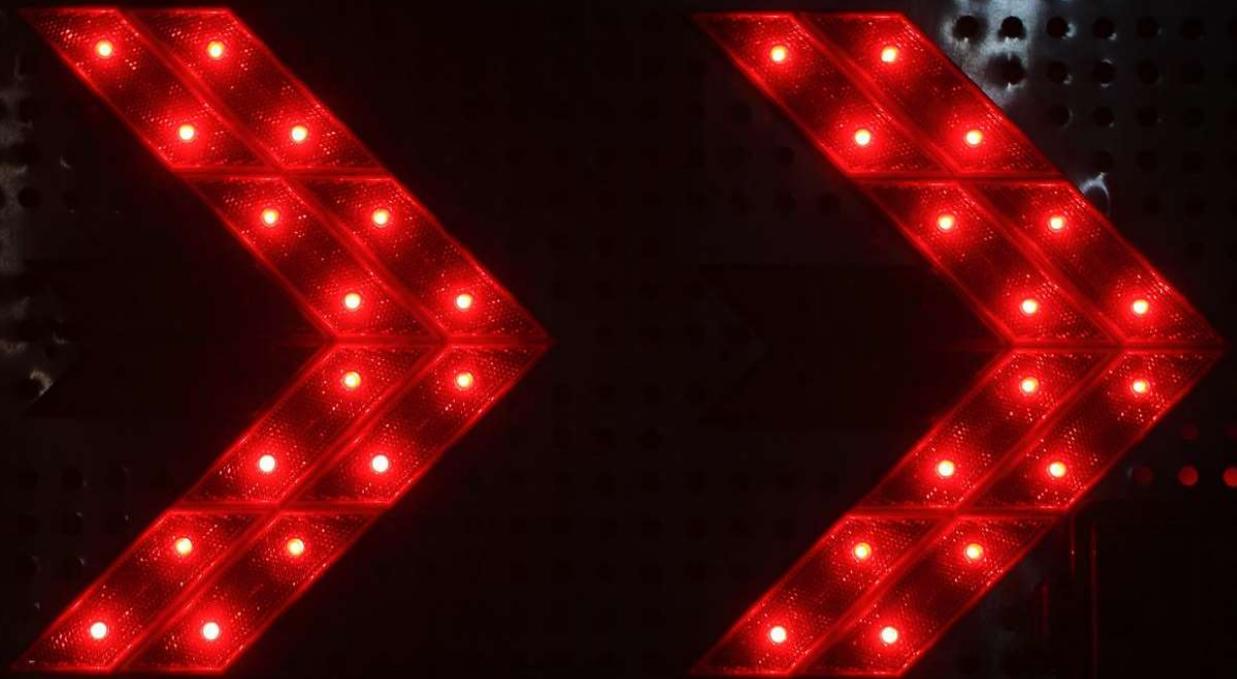
WHAT INCREASES OUR VULNERABILITY TO OCCUPATIONAL STRESS?

- Professional isolation
- Inadequate consultation
- Poor self-care
- Overwork
- A paucity of leisure and non-work activities
- Stigma within the profession for professionals who acknowledge distress or impairment
- Unrealistic self-expectations, rigidity
- A tendency to focus on the needs of others while neglecting our own problems or concerns
- Poor boundaries, overinvolvement
- Imbalance in caseload/professional responsibility

WARNING SIGNS OF OCCUPATIONAL STRESS

- Loss of pleasure in work
- Depression
- Inability to focus or concentrate; forgetfulness
- Anxiety
- Substance use/abuse or other compulsive behaviors
- More frequent clinical errors
- Less contact with colleagues
- Workaholism
- Persistent thoughts about clients and their clinical materials
- Intrusive imagery from clients' traumatic material
- Increased cynicism, overgeneralized negative beliefs
- Increased isolation from or conflict with intimates
- Chronic irritability, impatience
- Increased reactivity and loss of objectivity and perspective
- Suicidal thoughts

WHAT ARE
YOUR
WARNING
SIGNS?



WHAT ARE THE POTENTIAL CONSEQUENCES TO IGNORING OCCUPATIONAL HAZARDS?

Damage to psychologists, including:

- Depression
- Social/professional isolation
- Job satisfaction
- Chemical abuse or dependence
- Relationship conflicts
- Unprofessional behaviors
- Ethical violations
- Stress-related illnesses

Damage to clients, including:

- Malpractice
- Suicide
- Boundary violations
- Loss of faith in therapy
- Symptom exacerbation
- Guilt
- Adverse reactions to treatment
- Despair

**PROBLEMS MOST
LIKELY TO AFFECT
PSYCHOLOGIST
FUNCTIONING**

Problem	Percentage
Traumatic Event (war, national disaster, etc.)	100%
Licensing board complaints	86%
Stress/burnout	54%
Vicarious trauma/compassion fatigue	48%
Anxiety	25%

Response	Percentage
Talk to a colleague	34%
Exercise	27%
Seek family or social support	24%
Consultation/supervision	23%
Psychotherapy/counseling	18%
Reduced clinical load	16%
Participate in hobbies	16%

**MOST
FREQUENT
RESPONSE TO
PROBLEMS**

ETHICS

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IN A STUDY BY POPE, TABACHNICK, AND KEITH-SPIEGEL, 80% OF PSYCHOLOGIST RESPONDENTS THOUGHT THAT “WORKING WHEN TOO DISTRESSED TO BE EFFECTIVE” IS UNETHICAL, YET 53% REPORTED DOING SO.



THE ETHICAL “FLOOR”

KNAPP, HANDLES MAN, & GOTTLIEB (2015)

-
- Knowledge of APA Ethics Code
 - State rules and regulations
 - Federal statutes
 - Cognitive strategies to navigate ethical decision-making
 - Staying out of trouble with the BOPE

BEYOND THE ETHICAL “FLOOR”

- Knowledge is not enough for sound ethical practice
- Psychologists’ ethical responses are shaped by multiple factors:
 - Awareness of ethical issues
 - Social and cultural influences
 - Habits
 - Emotions
 - Intuitions
 - Identity
 - Virtues and character
 - Multiple or competing motivations
 - Prior decisions
 - Organizational skills

SELF-CARE IN THE ETHICS CODE

- **Principle A: Beneficence and Nonmaleficence** Psychologists strive to benefit those with whom they work and take care to do no harm. In their professional actions, psychologists seek to safeguard the welfare and rights of those with whom they interact professionally and other affected persons, and the welfare of animal subjects of research. When conflicts occur among psychologists' obligations or concerns, they attempt to resolve these conflicts in a responsible fashion that avoids or minimizes harm. Because psychologists' scientific and professional judgments and actions may affect the lives of others, they are alert to and guard against personal, financial, social, organizational, or political factors that might lead to misuse of their influence. Psychologists strive to be aware of the possible effect of their own physical and mental health on their ability to help those with whom they work.
- **2.06 Personal Problems and Conflicts** (a) Psychologists refrain from initiating an activity when they know or should know that there is a substantial likelihood that their personal problems will prevent them from performing their work-related activities in a competent manner. (b) When psychologists become aware of personal problems that may interfere with their performing work-related duties adequately, they take appropriate measures, such as obtaining professional consultation or assistance, and determine whether they should limit, suspend, or terminate their work-related duties.

SELF-CARE IN THE ETHICS CODE

- ACA – Section C – Professional Responsibility
- Introduction Counselors aspire to open, honest, and accurate communication in dealing with the public and other professionals. Counselors facilitate access to counseling services, and they practice in a nondiscriminatory manner within the boundaries of professional and personal competence; they also have a responsibility to abide by the ACA Code of Ethics. Counselors actively participate in local, state, and national associations that foster the development and improvement of counseling. Counselors are expected to advocate to promote changes at the individual, group, institutional, and societal levels that improve the quality of life for individuals and groups and remove potential barriers to the provision or access of appropriate services being offered. Counselors have a responsibility to the public to engage in counseling practices that are based on rigorous research methodologies. Counselors are encouraged to contribute to society by devoting a portion of their professional activity to services for which there is little or no financial return (pro bono publico). In addition, counselors engage in self-care activities to maintain and promote their own emotional, physical, mental, and spiritual well-being to best meet their professional responsibilities.
- C.2.g. Impairment Counselors monitor themselves for signs of impairment from their own physical, mental, or emotional problems and refrain from offering or providing professional services when impaired. They seek assistance for problems that reach the level of professional impairment, and, if necessary, they limit, suspend, or terminate their professional responsibilities until it is determined that they may safely resume their work. Counselors assist colleagues or supervisors in recognizing their own professional impairment and provide consultation and assistance when warranted with colleagues or supervisors showing signs of impairment and intervene as appropriate to prevent imminent harm to clients.

POSITIVE ETHICS

KNAPP, HANDLES MAN, & GOTTLIEB (2015)

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- Requires psychologists to know and follow the rules but also requires them to consider how we can maximize the implementation of moral values within the context of professional roles.
 - Increases sensitivity to ethical issues that may be encountered every day.
 - Requires a higher standard of conduct and may motivate us to provide the highest-quality services.
 - Increases motivation to follow the spirit and the letter of the APA Ethics Code, because it reflects their own personal values.



Model of Positive Ethics



Goal – reducing the risk of treatment failure



Confidence = the habitual and judicious use of communication, knowledge, technical skills, clinical reasoning, emotions, and values and reflection in daily practice for the benefit of the individuals being served.

KNAPP, HANDLES MAN, & GOTTLIEB (2015)

QUALITY ENHANCEMENT MODEL

DISTAL QUALITY ENHANCEMENT STRATEGIES

Ethical decisions are made dozens of times daily.

Primary prevention risk management – well in advance of an ethical dilemma

Acquiring resources prior to a stressor occurring

Activities done on a regular basis to expand and maintain competence

Failure to develop these habits can result in a decline in performance, often without awareness

DUAL PROCESS THEORY

KNAPP, HANDLES MAN, & GOTTLIEB (2015)

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- System 1 - Thinking fast - rapid and automatic - heuristic (shortcuts)
 - System 2 - Thinking slow - effortful and complex - agency, choice, concentration
-
- Typically use System 1 when we are trying to achieve rapid relief
 - Typically use System 2 when we are not experiencing stress

QUALITY ENHANCEMENT AND SELF-CARE

KNAPP, HANDLES MAN, & GOTTLIEB (2015)

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- People who care for themselves, maintain positive emotions, and strong social support networks are more likely to show concern for others.
 - Positive emotions are associated with better relationships, more effective work habits, and better problems solving.
 - Fatigue, illness, or dysfunctional emotions may deliver substandard services. Distress and turmoil can lead to overactions and misinterpretations of behaviors.

QUALITY ENHANCEMENT AND SELF-REFLECTION

Self-monitoring leads to self-improvement



Assists in recognizing how your behavior impacts others



Includes: technical skills, knowledge, cultural competency, personal development, etc.



Self-reflection is an antidote for overconfidence and self-deception

BENEFITS OF SELF-CARE

Reduces occupational hazards such as burnout and compassion fatigue

Helps build resilience

Models healthy behavior for clients

Promotes quality of caring

Increases the capacity for empathy

Fortifies relationships with clients and others

Enhances self-esteem and confidence

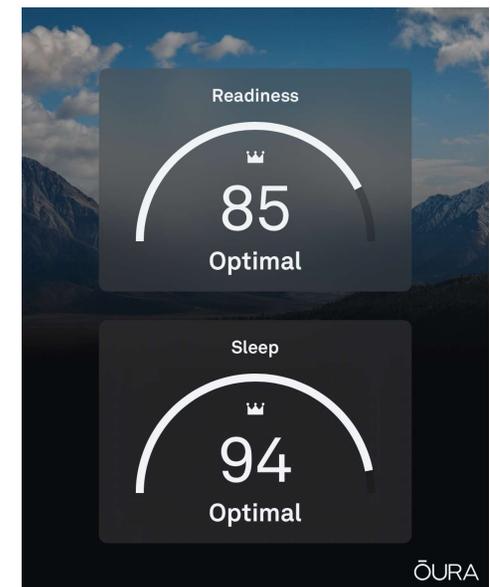
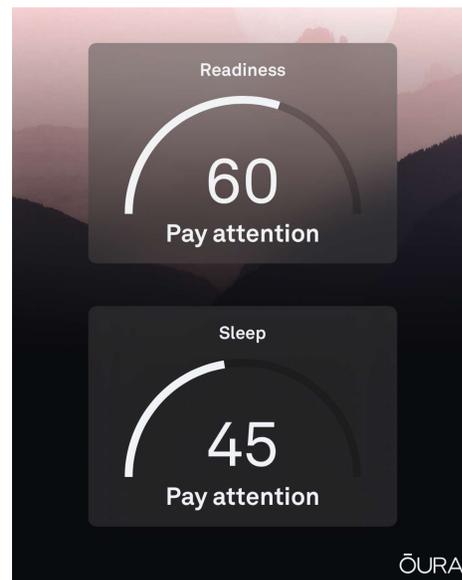
Contributes to realistic goal setting

SELF-CARE RECOMMENDATIONS

Reducing vulnerabilities and enhancing resilience requires a proper balance of care for clients and for oneself

- Prioritize
- Stick to a routine
- Create work boundaries both physical and mental
- Go back to basics
- Stay connected
- Limit news consumption
- Be mindful of substance use
- Practice mindfulness and other relaxation techniques
- Learn something new
- Be kind to yourself
- Listen to your body
- Move your body
- Get outside

DATA IS OUR
FRIEND – A
PERSONAL TOOL



REVIEW AND TAKE AWAY

- Beginning questions:
 - What self-care activities do you engage in on a daily or weekly basis?
 - What are regular barriers to engaging in self-care activities?
 - Do you notice when you need additional time for self-care?
 - If yes, are these times/events predictable?
 - If no, you are in the right place.
- Take away questions:
 - What are your self-care strengths?
 - What areas do you need to improve?
 - What are signs that indicate when you need more self-care?
 - What changes do you need to make in order to improve your self-care?

THE
NEW YORKER

DAILY SHOUTS

IF YOUR DESK CONTAINS THE FOLLOWING

By Dana Maier

Various tchotchkes and
healing crystals.



You still take your
horoscope pretty seriously.

Multiple books, a laptop,
and an iPad.



You have expanded the definition
of "work" to mean simply sitting
at your desk.

A sleeping cat.



You have trouble
setting boundaries.

A big ol' mess.



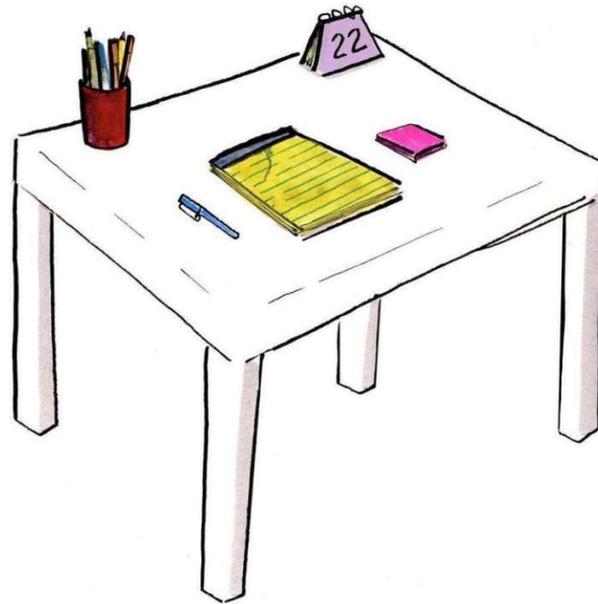
You are getting shit done.

Two artfully arranged succulents and a scented candle.



You are not a person.
You are an IKEA catalogue.

Basically Nothing and
is a little too well organized.



You are avoiding some shit.

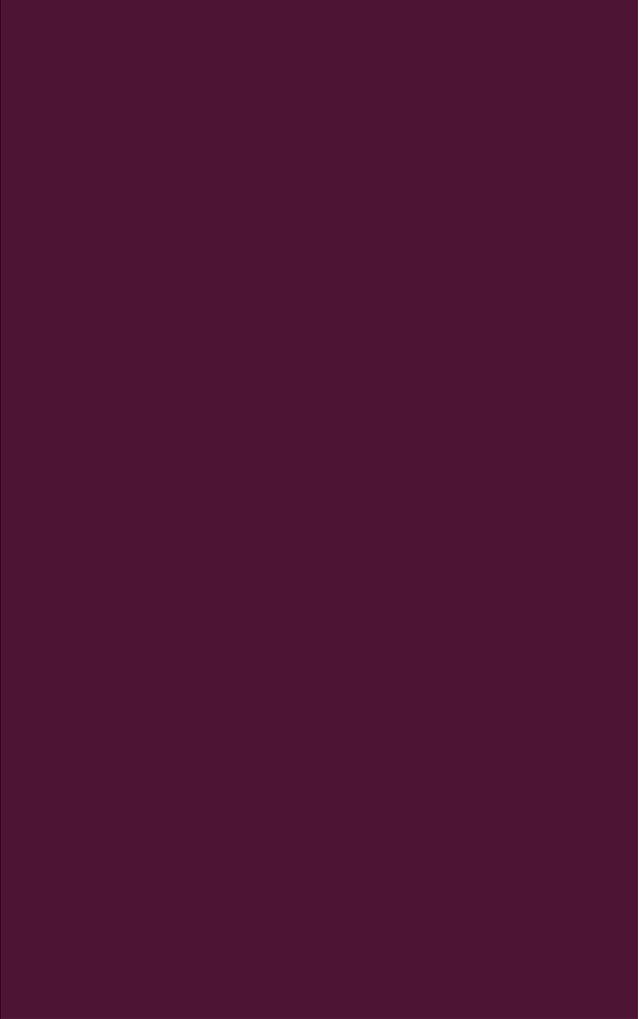
DANA JERI MAICK

RESOURCES

- [APA Services, Inc. Self-Care Resources](#)
- [APA's Self-Care Resource Center](#)
- Bridgeman, D.L. (2010) Colleague Assistance Toolkit: Tools of Engagement for Psychologists for APA's Advisory Committee on Colleague Assistance (ACCA), a 21 page resource for developing a colleague assistance program and articles relevant to all psychologists personally & professional from graduate school phase through retirement. [APA](#) or [California Psychological Association](#)
- [Coping in the Era of Coronavirus: A Webinar for Students](#)
Bufka, L., & Wright, V., APA, 2020
- [Staying In and Staying Healthy: Insights for Positive Mental Health in Graduate School](#)
James, B.T., *The Behavioral Neuroscientist and Comparative Psychologist*, 2019

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QUESTIONS?