

# **ETHICAL MATURITY IN THE COACHING PROFESSION**

## **DEC 7, 2022**

LILY SETO, MA, PCC, ESIA

# RULES OF ENGAGEMENT

- Be fully present (no distractions)
- You are encouraged to participate using the “chat” function or raising your hand virtually (icon)
- Come with questions about ethics in the coaching profession
- Permission to pass if you are asked a question that you don't wish to respond to
- Get to know your colleagues in this setting
- Ponder and disrupt your thinking around ethics
- Have some fun
- Refrain from judging the hair of the facilitator 😊



# Ethical Maturity in the Helping Professions

Making Difficult Life and Work Decisions

Michael Carroll and Elisabeth Shaw

Foreword by Tim Bond

# ETHICAL MATURITY IN THE COACHING PROFESSION

(SOURCE: MICHAEL CARROLL/ELISABETH SHAW/EXPERIENCE)

## AGENDA

- What's the difference: Laws, Ethics and Morals?
- What is Ethical Maturity?
- How do we make decisions?
- Ethical maturity time line
- Breaches in ethics – ICF
- Applying an ethical lens to a case study

# DEFINITION OF ETHICAL MATURITY (CARROLL, M & SHAW, E. P. 30)

*“ the reflective, rational, emotional and intuitive capacity to decide actions are right and wrong, or good and better; the resilience and courage to implement those decisions; the willingness to be accountable for ethical decisions made (publicly or privately); and, the ability to learn from and live with the experience”*

# HOW MIGHT I MAKE LESS ETHICALLY MATURE DECISIONS?

(P. 15)

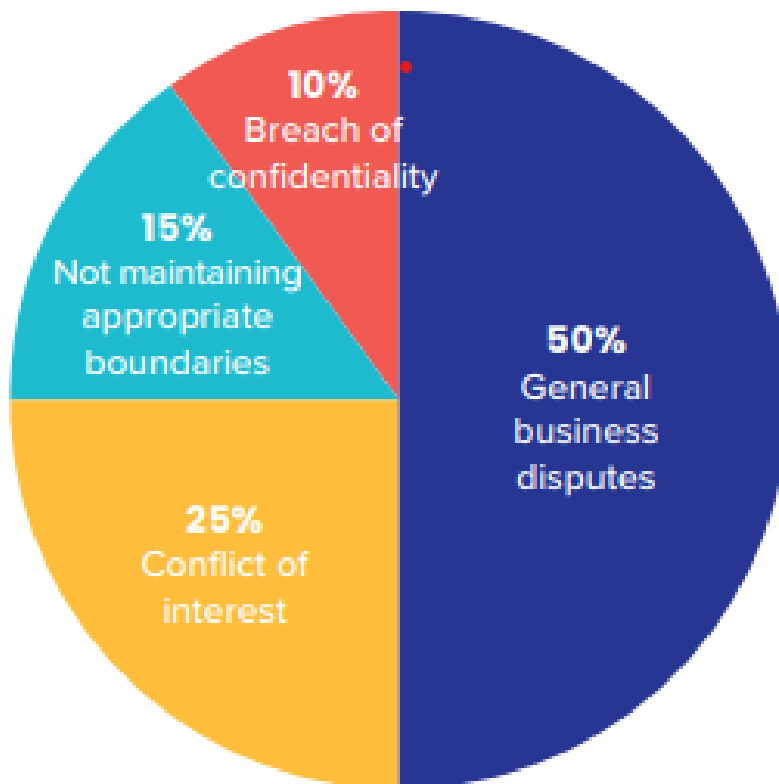
- Can I get away with it?
- Will anyone notice?
- Compared to the significant ethical decision others are making, this decision seems small or insignificant
- Everyone else is doing it
- Maybe one day I will spend more time on this decision
- I need to compromise
- It won't make a difference because I am such an insignificant piece of the whole
- No one will be hurt by my actions



# HOW TO AVOID BEING UNETHICAL (P. 20)

- Think ‘we” vs “I”
- Consider issues of power, domination, privilege, and how they might move into abuse and harm of others
- Consider whether you would recommend your own action to others
- Consider looking at behaviour (and impact), not only intention
- Consider how others might perceive the actions/decision
- Consider the opposite action/decision
- Ask yourself: “What are my ways and habits of denial”?
- Identify your Achilles heel
- Beware of any extremity of your ideals (e.g. Fundamentalism)
- What kind of ancestor do I want to be? The “grandchildren/future generations” test

**THEMES OF CONCERN:**



**FROM ICF REPORT  
2019**





# YOUR ETHICAL MATURITY JOURNEY

---

## **Individual exercise: 8 minutes**

---

Draw a timeline and label it from birth to today

---

Mark 5-8 significant events that have shaped your ethical maturity (culture/religion/education/work experience/life experience)

---

## **Break out groups of 4 participants: 12 minutes**

---

Share what you are comfortable with regarding how events have shaped how you make decisions today

---

If there is time, share one thing you can do to continue on your ethical maturity journey

---

*Ensure all members of your breakout group have an opportunity to share*



## CASE STUDY

---

You have been invited to coach Chi, an Executive in a large global corporation headquartered in Vietnam. Coaching for clients in this corporation would normally be done virtually. You happen to be travelling to Vietnam on vacation and the client has requested that you hold the first coaching session while having a meal in a restaurant while in their city of Hanoi.

---

What do you need to keep in mind when deciding whether to accept this meal invitation if you wish to stay “ethically squeaky clean”?

# WHO IS LILY SETO, MA, PCC, ESIA?



- A Global Executive and Leadership coach with over 17 years of experience, both as an internal and external coach
- Trained ICF PCC Assessor and Mentor Coach
- Diploma in Coaching SuperVision
- EMCC Senior Practitioner in Coaching and in Team Coaching
- The first Canadian to be awarded the EMCC European Supervision Individual Accreditation (ESIA)
- Designed and facilitates the *"Intercultural Competence and Global Coaching"* Graduate course at Royal Roads University
- Served 4 years on the ICF Ethics Review Board (investigates ethical complaints)
- Past President of the International Coaching Federation (ICF) Vancouver Island Chapter.
- 2016 Recipient of the Prestigious Leadership Victoria Award: Royal Roads Award for Excellence in Coaching and Mentoring
- The 2020 EMCC Global Coaching Supervision Award Winner
- Striving to be a good ancestor to future generations
- [www.lilyseto.com](http://www.lilyseto.com)
- [lilyseto@telus.net](mailto:lilyseto@telus.net)