

Does Your 'Integrity' measure up?

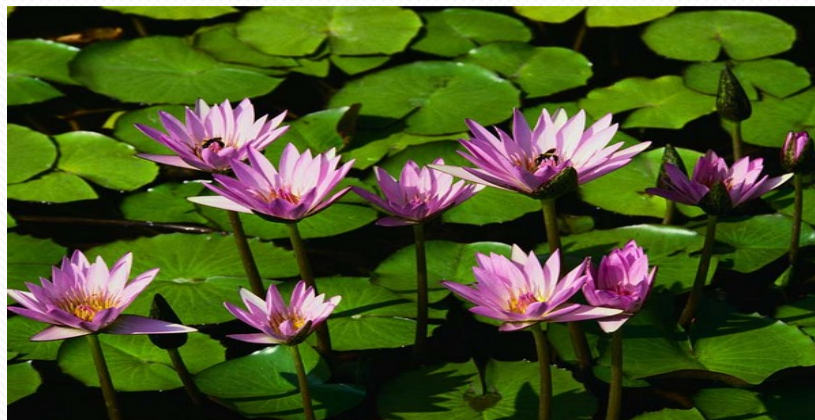
Aotearoa New Zealand
Professional Supervision Conference
April 30 2010

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“If you have integrity, nothing else matters.

If you don't have integrity, nothing else matters.”

~~Alan Simpson~~





What is 'integrity'?

- Is the nature of integrity definable, or can it only be grasped intuitively as part of one's 'sense' or 'knowing' ?
- Is it possible for 'integrity' to be described and captured by language and story ?
- Integrity - an integrating concept ?



Researching Integrity means ...

- Gaining ethics approval
- Undertaking a literature search
- Clarifying methodology
- Engaging with participants
- Consulting ‘critical friends’



Multiple Integrities

- Law
- Mathematics
- Science
- Medicine
- Leadership
- Systems
- Intellectual
- Personal and Social
- Moral



Professional context

The ANZASW Code of Ethics has 9 references to integrity:

- Social work practice
- Tangata Whenua
- Family members
- Clients
- Colleagues
- Self
- Physical, psychological, emotional & spiritual

Words associated with Integrity

- ~ honesty
- ~ truth/trust
- ~ faithfulness
- ~ goodness
- ~ values
- ~ ethics
- ~ tika (to be right)
- ~ pono (take the right action)
- ~ aroha (do it with genuineness and heart)

Understandings of integrity

- Integrity - *“It’s much less about a whole lot of words that I would give and so much more about a life that I would live”*
- *“this nebulous word integrity, it’s about your norming, it’s about your social expectations, it’s about how you socialise and the kind of rules and values and all of that, which underpins your values. Your judgments about things”*
- *“My reputation is based on my integrity and I value that extremely highly”*

Personal & Professional integrity

- Integrity means: *having values consistent across personal and professional relationships.*
- *Holistic and congruent in personal and professional being.*
- *Integrity means that I integrate what I feel and think and believe to be right, with the way that I treat others - it's not just a concept for work but a way of living.*
- *To be honest, authentic, open, transparent and ethical, in both personal and professional relationships and settings.*



Evidencing & maintaining integrity

- Participants identified that integrity is evidenced through demonstrating respect and respect is evidenced through awareness of different cultures and customs and your behaviour and responses towards them, in your attitude, dress, consistency and congruency, and in the building and maintaining of a reputation for professionalism.
- To keep integrity we must avoid mind reading, cultivate genuine curiosity, show insightfulness, adaptability and communicativeness.

Doing integrity

- *to have integrity in my work I have to be able to do it in front of others and not worry that I might look or sound inadequate.*
- *...be willing to expose your practice and not look like you've got it all together because none of us do.*
- *being able to front up and say what power I do have as a social worker and how I'm going to use it - let's be honest about it.*

A perceptive framework

- Integrity **promotes unity** which is part of a feeling of safety and belonging, a key element in the supervisory relationship
- Integrity shows a willingness to be **self examining and self critical**
- Integrity contributes to **appraising ones own motivations and decisions** and being open to grow
- Integrity displays **intellectual humility**, perseverance, impartiality, courage, fairness, sensitivity, perceptiveness
- The existence of integrity **enables trust and respect** between supervisor and supervisee

Integrating integrity

...there is something about that reaching some sort of internal resolution, that I suppose is some sort of base for resilience.

When things are sitting right then you're more robust, you're solid. That I believe is integrity in the moment.

