

Chapter 2

Ethical and Legal Guidelines and the Competencies Needed for Career Development Practice

Learning Objectives

Students should be able to:

1. Identify ethical principles that govern career development practitioners' work
2. Outline the requirements for the Master Career Counselor, Master Career Development Professional, and Career Development Facilitator credentials
3. Identify the major competencies needed by career development professionals.

Key Terms/Concepts

Ethical principles	Legal standards
MCC	Regulation of career counseling
MCDP	Career coaching process
CDF	
GCDF	
NCDA Career Counseling Competencies	
APA and ACA Codes of Ethics	

Suggested Activities

1. Invite a member of the state licensure board for counselors and psychologists to speak to the class about the ethical issues that confront these licensing boards.

Class Discussion Questions

1. Why are codes of ethics needed? Who benefits?
2. Advocacy has been included in the 2005 code of ethics? Is this needed? Why? Give several examples of times when career counselors in various settings might need to become advocates?
3. How could a career counselor do harm to his/her clients?
4. What aspects of career counseling practice might, if not properly done, result in a liability suit?

Examination Questions for Chapter 2

True/False

1. The Master Career Development Professional was developed by the National Career Development Association as a special membership category for people who have many of the same types of skills and a similar educational credentials as the Master Career Counselor, but are not as actively involved in career counseling
2. The Global Career Development Facilitator is a special category of Master Career Counselors
3. Professional organizations tend to issue ethical guidelines to cover new areas of practice not included in their current code of ethics
4. Because of the of relatively low level of concerns dealt with by Career Development Facilitators the issue of doing harm to their clients is essentially a non-issue
5. The newest code of ethics of the American Counseling Association makes no mention of the need for client advocacy.
6. The competencies needed by Master Career Counselors is essentially the same as those required for the Career Development Facilitator, but MCCs must study these areas in depth.

Multiple Choice

1. Which of the following is not a prerequisite to becoming a Master Career Counselor?
 - a. A master's degree in career counseling or closely related field
 - b. Three years of experience in career counselor
 - c. NCDA membership
 - d. Certification as a National Certified Counselor
2. The Career Development Facilitator credential was developed as
 - a. A means of recognizing people who qualify to be a Master Career Counselor but are working in administration
 - b. Have completed a post-masters course of study
 - c. Have 5 years of supervised on-the-job experience
 - d. Have completed a prescribed course of study to become a paraprofessional
3. Online career counseling may not allow which of the following?
 - a. The use of personality inventories
 - b. The use of sophisticated occupational information
 - c. In depth exploration of the career related problem
 - d. None of the above
4. With regard to the ethical issues involved in Internet-based career counseling, it is probably most accurate to say
 - a. The ethical issues are about the same as those in typical career counseling.
 - b. The ethical concerns are less because the privacy of the client can be protected more easily
 - c. The ethical issues involving Internet based career counseling are greater due to communication problems that may arise
 - d. We have too little information to draw conclusions about potential ethical issues involving Internet career counseling.
5. The statement that best describes the extent to which clients who seek career counseling are protected from unethical practice is
 - a. They are well protected because all 50 states have licensing laws for psychologists and counselors who provide career counseling
 - b. Clients who see psychologists in public institutions such as colleges are probably better protected than those who see counselees because of differences in the licensing laws for the two groups

- c. They are well protected because of codes of ethics and licensing laws
 - d. None of the above reflect the current situation
6. The code of ethics most likely to be followed by career practitioners in private practice was developed by
- a. ACA and APA
 - b. NCDA
 - c. ASCA
 - d. NBCC
7. Sub-sections of state level licensing laws for counselors and psychologist
- a. Identify career counselors as a specialty but do not regulate them
 - b. Identify career counseling within the broad context of practice
 - c. Regulate career counseling as a specialty
 - d. Generally fail to regulate career counseling per s
8. Career counseling via the Internet is a relatively new idea. As a result
- a. Few guidelines for practicing web-counseling are available.
 - b. Practice guidelines are available but ethical guidelines are not available
 - c. Practice guidelines have emerged from research in this area
 - d. None of the above
9. The situation that best describes the status of licensing laws for counselors is that _____ states have enacted these laws.
- a. 30
 - b. 40
 - c. 49
 - d. 50
10. The author identifies conflicts in cultural values as potentially doing harm to the client. Assuming that the counselor is a white person with traditional Eurocentric values, what conflicts might they encounter with a Hispanic client?
- a. Meeting on time
 - b. Importance of self-direction
 - c. Disclosure of pertinent material
 - d. a & b above
11. Which of the following should not appear in advertisements offering career counseling services.
- a. Licenses and certifications
 - b. Degrees unrelated to the practice of career counseling
 - c. Years of experience
 - d. Consultations with business and industry.
12. The ultimate aim of advocacy as it pertains to career counseling is
- a. Problem solving
 - b. Making a statement about social justice
 - c. Representing the client
 - d. Empowering the client
13. FERPA is a federal law that sets forth rules and regulations regarding
- a. Group test scores
 - b. Verbal communication
 - c. The maintenance of records
 - d. All of the above
14. If you were asked to offer advice to a counselor who wished to avoid a successful liability suite it should be
- a. Stay within the limits of your skills
 - b. Follow your code of ethics
 - c. Be aware of the laws that regulate your practice
 - d. All of the above

15. In the simplest terms possible privileged communication laws are
- Guarantees to our clients that their information will be protected from disclosure
 - Guarantees to career counselors that they cannot be forced to disclose confidential information
 - protection for counselors so long as they follow the law.
 - The same as ethical guidelines about confidentiality
16. In today's litigious society ethical and legal principles are most likely to conflict on the matter of
- Sexual misconduct
 - Confidentiality
 - The general area of relationships to clients
 - The duty to warn parents and authorities of potential harm to others.

Answer Key for Chapter 2

True/False

- T
- F
- T
- F
- F
- F

Multiple Choice

- D
- D
- D
- C
- B
- A
- D
- D
- D
- D
- B
- D
- C
- A
- A
- C

Short Answer Essay Questions

- Outline the major ethical principles that should govern the work of career development practitioners.
- Tell why career coaches as described in Chapter 4 are often viewed as unprofessional by career counselors.
- Identify and describe the different types of licensing laws
- Identify times when career counselors might not follow their codes of ethics.
- What are the conditions under which a successful liability suit might be lodged against a career counselor?

Long Answer Essay Questions

- Identify the similarities and differences between the MCC and the MCDP

2. Identify the major competencies needed by MCCs.

Suggested Additional Assignments

American Counseling Association (2005) American Counseling Association code of ethics and standards of practice. Alexandria, VA: Author

Visit the NCDA website (NCDA.org) and study the requirements for the MCC and MCCDP