

## Ethics and Professionalism: Adapting to Change



## Introductions



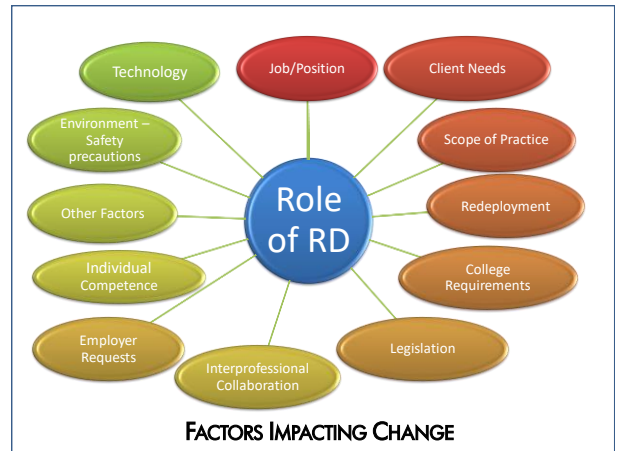
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Advisor & Policy Analyst

## Workshop Overview

- What it means to exercise your professional judgement when adapting to change
- Apply strategies to address change in practice using professional judgement
  - Small & large group practice scenarios - facilitated sessions





What does Professional judgement mean to you?

*"Use your professional judgement"*

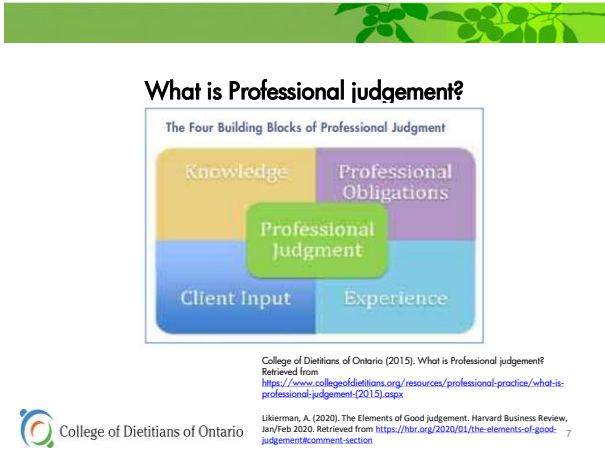
*"They exercised professional judgement"*

*"In my professional judgement"*

*"That's using (good/poor) judgement"*

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## Applying the concepts of professional judgement

*Important*



College of Dietitians of Ontario (2015). What is Professional judgement? Retrieved from <https://www.collegeofdietitians.org/resources/professional-practice/what-is-professional-judgement-2015.aspx>

Likierman, A. (2020). The Elements of Good judgement. Harvard Business Review, Jan/Feb 2020. Retrieved from <https://hbr.org/2020/01/the-elements-of-good-judgement/#comment-section>

Image by Gerd Altmann from <http://www.pixabay.com/>

## 1. Knowledge



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## Evidenced-Informed Decision-Making



Means listening, critically reading, asking questions, finding information, evaluating, thinking of our biases, critically appraising.

## Applying the Concepts of Professional judgement when Adapting to Change

Knowledge

- Good judgement requires that we turn knowledge into understanding.
- Decisions should be based on evidence.



## 2. Client Input

## Focus on Cultural Awareness & Humility



Northern Health Indigenous Health (2020), Cultural Safety, Retrieved from <https://www.indigenouthealthnh.ca/initiatives/cultural-safety/cultural-humility/cultural-safety/cultural-awareness/cultural-sensitivity/cultural-competence>

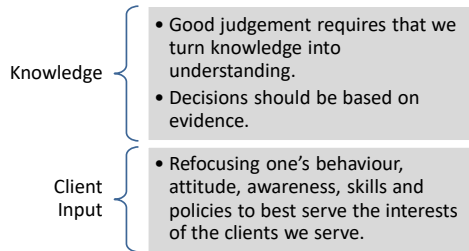
## Build Trust and Show Respect



## Reflective Questions to Enable Client input

- Am I respectful of the client's values, preferences and expressed needs?
- Am I involving the client in informed-decision making?
- Am I respecting the client's autonomy and providing dignity?
- Am I providing detailed information that the client needs and understands?
- Am I showing empathy and understanding for clients concerns and circumstances?
- Am I communicating and providing clear/concise information about the processes of services?
- Am I coordinating dietetic services with relevant circle-of-care team members?
- Am I planning and coordinating timely, ongoing services?

## Applying the Concepts of Professional Judgement when Adapting to Change



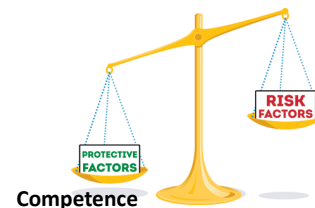
## 3. Professional Obligations

## Practice safely



Professional judgement is essential for assessing risk in dietetic practice

## Practice Competently



## We cannot ignore the role of professional ethics in professional judgement



Dietitians act ethically and with integrity

## Applying the Concepts of Professional Judgement When Adapting to Change

- Knowledge {
  - Good judgement requires that we turn knowledge into understanding.
  - Decisions should be based on evidence.
- Client Input {
  - Refocusing one's behaviour, attitude, awareness, skills and policies to best serve the interests of the clients we serve.
- Professional Obligations {
  - Practice safely, competently and ethically – legislation, ethics, risk assessment.



## 4. Experience

## Practice Wisdom



## Reflective practice



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## Let's do a reflective practice exercise

1. How did your experience this year impact your practice?
2. What changed, if anything, in terms of how you do your work?
3. What learning opportunities did you identify through your experiences that you can apply moving forward?
4. Based on your reflection, what areas of your dietetic knowledge, skill and judgment moving forward needs any development?

College of Nurses of Ontario (2020). Practice Reflection. Retrieved from <https://www.cno.org/en/myqa/practice-reflection/>

Likierman, A. (2020). The Elements of Good judgement. Harvard Business Review, Jan/Feb 2020. Retrieved from <https://hbr.org/2020/01/the-elements-of-good-judgement#comment-section>

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## Stress and Resilience during unprecedented times



Koinis, A., Giannou, V., Drantaki, V., Angelina, S., Stratou, E., & Saridi, M. (2015). The Impact of Healthcare Workers Job Environment on Their Mental-emotional Health, Coping Strategies: The Case of a Local General Hospital. *Health psychology research, 3*(1), 1984. <https://doi.org/10.4081/hpr.2015.1984>

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## Resources



- [Coping with stress at work](#)
- [When stress leads to incapacity](#)
- [A Framework for Managing Risk in Dietetic Practice](#)
- [Identifying and Managing Problems in Work Environments](#)
- [Resilience and Managing Risks](#)
- [Collaborative Care Guidelines: Dealing with Conflict](#)
- [Code of Ethics](#)

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## Applying the Professional Judgement Framework When Adapting to Change

- Knowledge {
  - Good judgement requires that we turn knowledge into understanding.
  - Decisions should be based on evidence.
- Client Input {
  - Refocusing one's behaviour, attitude, awareness, skills and policies to best serve the interests of the clients we serve.
- Professional Obligations {
  - Practice safely, competently and ethically – legislation, ethics, risk assessment.
- Experience {
  - Practice wisdom, reflective practice, and how we manage stress and our resilience.

## Summary



## We are Listening



### Questions?



Please do not hesitate to contact the  
College:

**Practice Advisory Service**  
[practice.advisor@collegeofdietitians.org](mailto:practice.advisor@collegeofdietitians.org)

416-598-1725; 1-800-668-4990 Ext. 397



## Jurisprudence & Professional Practice Resources

<b>BOUNDARY CROSSINGS</b> <a href="#">LEARN MORE</a>	<b>CONFIDENTIALITY &amp; PRIVACY</b> <a href="#">LEARN MORE</a>
<b>CONFLICT OF INTEREST</b> <a href="#">LEARN MORE</a>	<b>CONSENT</b> <a href="#">LEARN MORE</a>
<b>COLLABORATION AND COMMUNICATION</b> <a href="#">LEARN MORE</a>	<b>CLIENT-CENTRED CARE</b> <a href="#">LEARN MORE</a>
<b>PRIVATE PRACTICE</b> <a href="#">LEARN MORE</a>	<b>RECORD KEEPING</b> <a href="#">LEARN MORE</a>

## Applying the Professional Judgement Framework

Knowledge	<ul style="list-style-type: none"> <li>• Good judgement requires that we turn knowledge into understanding.</li> <li>• Decisions should be based on evidence.</li> </ul>
Client Input	<ul style="list-style-type: none"> <li>• Refocusing one's behaviour, attitude, awareness, skills and policies to best serve the interests of the clients we serve.</li> </ul>
Professional Obligations	<ul style="list-style-type: none"> <li>• Practice safely, competently and ethically – legislation, ethics, risk assessment.</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Practice wisdom, reflective practice, and how we manage stress and our resilience.</li> </ul>

## Coming Next – Small or Large Group Sessions Please join via the Member Dashboard!