



In collaboration with



Overview: Ethical Awareness and Stepping into Your Authority

This session explores the critical intersection of **ethical awareness** and **personal authority**, providing professionals with the framework and tools to operate with integrity, confidence, and responsibility. For life coaches, managers, and supervisors, this topic is foundational to building trust, fostering healthy working relationships, and achieving sustainable, positive impact.

Part 1: Ethical Awareness (The Compass)

This section focuses on developing a keen sensitivity to ethical considerations in professional practice.

Key Concepts

- **Defining Ethical Awareness:** Understanding ethical awareness not just as compliance with rules, but as an **active, moment-to-moment sensitivity** to the moral implications of one's decisions and actions.
- **The Professional Code:** Reviewing and internalising the specific ethical guidelines relevant to life coaching (e.g., ICF Code of Ethics) and management/supervision (e.g., organisational conduct, labour laws).
- **Identifying Ethical Blind Spots:** Exploring common cognitive biases, pressures, and situational factors that can lead to unintentional ethical lapses.
 - *Example:* Confirmation bias, pressure to deliver results, or loyalty conflicts.
- **The 'Why' of Ethical Practice:** Discussing the real-world consequences of ethical missteps - loss of trust, damaged reputation, legal issues, and negative impact on clients/subordinates.

Mindful Application

- **The Ethical Pause:** Teaching a practice of pausing before making significant decisions to consciously scan for potential ethical conflicts (e.g., "Is this choice serving my own needs or the client/team's highest good?").
- **Stakeholder Mapping:** Practicing the identification of all parties affected by a decision to ensure a holistic, ethical perspective.

Part 2: Stepping into Your Authority (The Stance)

This section empowers participants to confidently and responsibly exercise their professional role and influence. **Authority** is defined here not as dominance, but as the **legitimate, internal right to lead, guide, and make decisions**.

Key Concepts

- **Defining True Authority:** Distinguishing **authentic authority** (based on competence, integrity, and self-possession) from **power** (which can be coercive or positional only).
- **The Inner Barrier:** Identifying and overcoming internal obstacles to authority, such as the fear of conflict, 'imposter syndrome,' the need to be liked, or perfectionism.
- **Authority in Action:** Applying authority effectively in different roles:
 - **Coaches:** Confidently holding space, challenging clients when necessary, and maintaining strong professional boundaries.
 - **Managers/Supervisors:** Giving clear direction, conducting difficult conversations, making tough personnel decisions, and taking ultimate responsibility for team outcomes.
- **Boundary Setting as Authority:** Framing clear, professional boundaries as an ethical responsibility and a core expression of self-respect and authority.

Mindful Application

- **Embodied Authority:** Simple practices (posture, breath) to anchor a feeling of grounded, confident presence, which naturally communicates authority.
- **The Language of Authority:** Techniques for using clear, direct, and non-apologetic language when setting expectations, providing feedback, or enforcing standards.

Part 3: The Integration: Ethical Authority in Practice (The Synthesis)

This final part brings the two concepts together, showing how they are mutually reinforcing. **Ethical awareness *informs* authority, ensuring it's used wisely, and authority *enforces* ethics, ensuring standards are upheld.**

Key Concepts

- **The Feedback Loop:** Understanding that ethical use of authority builds trust, which in turn reinforces one's legitimate authority.
- **Accountability & Courage:** Discussing the courage required to hold self and others **accountable** to ethical standards -the necessary overlap of authority (the power to act) and ethics (the moral guide).
- **Moral Dilemma Resolution:** Applying a structured process for analysing complex situations where multiple ethical principles are in conflict (e.g., *Is it more ethical to protect an individual's confidentiality or the team's well-being?*).