

**Test Chapter 2: Professional Identity and Ethics**

**Multiple Choice**

1. A basic premise of \_\_\_\_\_ identity theory is that individuals seek out positive identities.

- A. traditional
- B. social
- C. cultural
- D. ethical

ANS: (B)

2. Worchel, Iussini, Coutant, and Ivaldi (2000) suggested there are four types of identity that may affect a person's behavior including all but which:

- A. Personal identity
- B. Group membership
- C. Intergroup identify
- D. Group identity

ANS: (C)

3. Kohlberg's (1969) views were based in part on \_\_\_\_\_ (1932) model of cognitive development.

- A. Glasser's
- B. Erikson's
- C. Freud's
- D. Piaget's

ANS: (D)

4. According to Kohlberg, the three levels of moral development include all but which:

- A. Conventional level
- B. Preconventional level
- C. Conservative level
- D. Postconventional level

ANS: (C)

5. The virtue ethics model includes all but which:

- A. Benevolence

- B. fidelity
- C. autonomy
- D. righteousness

ANS: (D)

6. Rest, Narvaez, Bebeau, and Thoma (1999a) developed a measure to assess moral development based on Kohlberg's theory. This measure is called the:

- A. ITO
- B. TID
- C. DIT
- D. DIO

ANS: (C)

7. The 6<sup>th</sup> stage of Kohlberg's Moral Development model is:

- A. Interpersonal conformity
- B. Adherence to authority and laws
- C. Principled ethics
- D. Hedonistic orientation

ANS: (C)

8. When a person is influenced by the consequences of his or her behavior he or she is in the \_\_\_\_\_ stage of Moral Development.

- A. 1st
- B. 2nd
- C. 3rd
- D. 4th

ANS: (A)

9. When an individual acts to please others, particularly authority figures such as teachers, bosses, and so forth he or she is in the \_\_\_\_\_ stage of Moral Development.

- A. 1st
- B. 2nd
- C. 3rd
- D. 6th

ANS: (C)

10. When the individual acts, morally, based on individual principles that are founded on concepts such as respect for human dignity and social justice he or she is in the \_\_\_\_\_ stage of Moral Development.

- A. 1st
- B. 2nd
- C. 3rd
- D. 6th

ANS: (D)

11. The higher the value a person places on his or her moral identity, the \_\_\_\_\_ are the values, attitudes, and behaviors that compose that identity.

- A. more vague
- B. more elusive
- C. clearer
- D. more ambiguous

ANS: (C)

12. The inclusion of moral schemas and scripts provides a \_\_\_\_\_ way to understand the development of a professional ethical identity.

- A. concrete
- B. vague
- C. general
- D. ambiguous

ANS: (A)

13. When the individual acts in accordance with moral rules founded on societal laws he or she is in what stage of Moral Development?

- A. 1st
- B. 2nd
- C. 4th
- D. 5th

ANS: (D)

14. When the individual acts to conform to societal or group norms he or she is in what stage of Moral Development?

- A. 1st
- B. 2nd
- C. 4th
- D. 3rd

ANS: (C)

15. When an individual is aware of other's needs and sees opportunities to meet his or her own needs through satisfying others he or she is in what stage of Moral Development?

- A. 1st
- B. 2nd
- C. 4th
- D. 5th

ANS: (B)

16. A review of reports of therapist misconduct to state licensure boards discovered that \_\_\_\_\_ was/were the most frequent complaint(s).

- A. self-disclosure
- B. dual relationships
- C. abandonment
- D. breaking confidentiality

ANS: (B)

17. This refers to the identity of a particular group relative to other groups:

- A. Intragroup identity
- B. Group identity
- C. Group membership
- D. Individual identity

ANS: (B)

18. This is a cognitive structure that represents knowledge about a concept or type of stimulus:

- A. diagram
- B. script
- C. schema
- D. representation

ANS: (C)

19. The resolution of the \_\_\_\_\_ stages at various points in one's life contributes to the development and formation of the person's identity.

- A. psychosocial
- B. psychobio
- C. biosocial
- D. socialbio

ANS: (A)

20. These are memory structures that become activated when one enters a specific situation and a schema is triggered:

- A. diagrams
- B. scripts
- C. schemas
- D. representations

ANS: (B)

21. This refers to an identity of belonging to a group.

- A. Intragroup identity
- B. Intergroup identity
- C. Group membership
- D. Individual identity

ANS: (C)

22. The psychosocial stages of development include all but which:

- A. Autonomy vs shame and doubt
- B. Intimacy vs isolation
- C. Identity vs role confusion
- D. Faith vs hopelessness

ANS: (D)

23. \_\_\_\_\_ proposed a stage model of identity development, psychosocial stages of development, that focuses on resolution of conflicts in different stages.

- A. Yalom
- B. Freud
- C. Erikson
- D. Glasser

ANS: (C)

24. Blasi (1983) provided a model of ethical identity that consists all but which element:

- A. benevolence
- B. judgment of responsibility
- C. centrality of moral identity
- D. self-consistency

ANS: (A)

25. This refers to the role the person holds within a group.

- A. Intragroup identity
- B. Intergroup identity
- C. Group membership
- D. Individual identity

ANS: (A)

### **True/False**

1. Erik Erickson (1968) has made significant contributions to the identification and understanding of personal self-identity

ANS: True

2. Schemas are generally developed around specific scripts or views of roles and situations.

ANS: False

3. Worchel et al. (2000) suggested that personal identity is composed of specific personal characteristics that may include age, gender, culture, and physical appearance.

ANS: True

4. A therapist's acquisition of a strong moral identity as an ethical professional potentially plays a critical role in the actions he or she takes in practice.

ANS: True

5. Piaget (1969) proposed that moral development can best be understood from the perspective of stages of moral development, which are associated with a somewhat stable approach to thinking and viewing a problem.

ANS: False

6. An individual's social self-schema (i.e., the sum total of his or her social identities) is a unique knowledge structure in memory.

ANS: True

7. Social identity can involve a fairly closed and strict access to a specific identity, or it can be acquired freely.

ANS: True

8. A professional therapist must go through considerable training and pass licensure exams before claiming entrance into the profession and professional identity as a therapist which provides the therapist with a professional ethical identity.

ANS: False

9. Blasi believed that moral identity was based in part on a desire or a motivation to maintain self-consistency in moral behavior.

ANS: True

10. Aquino, Freeman, Reed, Lim, and Felps (2009) proposed that moral identity functions based on a set of identity scripts within the social-cognitive view.

ANS: False

### Short Answer Essay

1. Name and give an example for 3 of the 8 psychosocial stages of development.

ANS:

- Trust versus mistrust
- Autonomy versus shame and doubt
- Initiative versus guilt
- Industry versus inferiority
- Identity versus role confusion
- Intimacy versus isolation
- Generativity versus stagnation
- Ego integrity versus despair

2. Compare and contrast moral schemas and scripts.

ANS:

- The inclusion of moral schemas and scripts provides a concrete way to understand the development of a professional ethical identity.
- A discussion and understanding of how schemas and scripts develop may be helpful to understand how one thinks ethically/morally (Tajfel, 1982; Tajfel & Turner, 1979).
- Fiske and Taylor (1991) stated that a schema is “a cognitive structure that represents knowledge about a concept or type of stimulus” (p. 98).
- Aquino, Freeman, Reed, Lim, and Felps (2009) proposed that moral identity functions based on a set of identity schemas within the social-cognitive view.
- Essentially we develop identity schemas, mental structures of roles and situations that are associated with our understanding of the world in various aspects of our lives. Blair-loy (2001) described a schema as “a socially constructed, cognitive map in people’s head” (p. 689). Moral identity schemas are components of our professional identities.
- Aquino et al. (2009) stated, “Moral identity, which we conceptualize as the cognitive schema a person holds about his or her moral character, is a powerful source of moral motivation because people generally desire to maintain self-consistency” (p. 124).
- Associated with schemas are scripts that may be triggered when one is confronted with or alerted to act within the specific identity, for example, moral identity.
- Scripts are memory structures that become activated when one enters a specific situation and a schema is triggered (Kollar, Fischer, & Hesse, 2006).
- Scripts are generally developed around specific schemas or views of roles and situations.

3. Discuss the four types of identity that may affect a person’s behavior.

ANS:

- Personal identity
  - Personal identity is composed of specific person characteristics that may include age, gender, culture, and physical appearance. However, simply having a set of personal characteristics does not necessarily result in an exact identity.
  - Social interaction and responses from others around the individual influence how the identity develops (Worchel et al., 2000).
- Group membership
  - The identity of a particular group relative to other groups (Worchel et al., 2000).
  - Social dominance and social comparison theories enter into an understanding of this type of identity.
  - Brewer and Gardner (1996) interpreted group identity from an evolutionary model and suggest that collective identities may be understood as “bands (small interacting communities), and tribes (macro-bands characterized by shared identity and communication without continual face-to-face interaction)” (p. 84).
- Intragroup identity
  - Refers to the role the person holds within a group.
  - For example, counselors are aware of certain types of group roles in group therapy: scapegoat, monopolist, help seeker (Gladding, 2007; Yalom & Leszcz, 2005).
  - The role or identity within a group may be positive or negative (Capozza & Brown, 2000).



- Also, the role in a particular group may be unique to that group and not be transferred to other groups. So a person may play the role of scapegoat in a work group, but in a religious group, he or she may have the role of leader.
- Group identity
  - Refers to an identity of belonging to a group. For example, he belongs to social fraternity [name of fraternity], and these students are [generalization about fraternity members]. Association with and membership in a group allows for a categorization of the person by self and others. It allows for differentiation from others.
  - Most people are members of a number of groups, and each membership may hold different values and beliefs within a community.

4. What are the five principles of virtue ethics proposed by Beauchamp and Childress (2008)?

ANS:

- Autonomy
- Beneficence
- Nonmaleficence
- Fidelity
- Justice

5. Discuss the three levels and six stages of Kohlberg's model.

ANS:

- The preconventional level consists of two stages: one focused on obedience and punishment as an orientation and a second focused on self-interest.
- The second level, conventional, consists of two stages: (a) interpersonal conformity and (b) adherence to authority and laws.
- The third level, postconventional, includes one stage with a focus on social contracts and a second stage focused on universal ethical principles.
- Kohlberg concluded not that one stage was better than another but simply that a higher level of moral development led to advanced moral decisions. Consequently, a counselor who is primarily in the sixth stage, principled ethics (universal principles), will make more sophisticated and well-thought-out decisions.
- Based on this view, one is in a specific stage of development, and through experience one can move to a more advanced stage (Kohlberg & Hersh, 1977).