

*Ethical Case Analysis Rubric*  
50 points

Criteria	Levels of Achievement			
	1 – Beginning	2 - Developing	3 – Competent	4 – Accomplished
Q1 Response	Does not recognize the problems or issues of the case, or identifies problems and issues that are not based on facts of the case; displays little understanding of the key principles/values, stakeholders, competing obligations and ethical conflict involved for the I-O psychologist and the organization	Identifies and outlines some of the principal problems and issues in the case; demonstrates a very basic understanding of the key principles/values, stakeholders, competing obligations and ethical conflict involved for the I-O psychologist and the organization	With a few exceptions, identifies and outlines the principal problems and issues in the case; demonstrates an acceptable understanding of the key principles/values, stakeholders, competing obligations and ethical conflict involved for the I-O psychologist and the organization	Presents accurate and detailed descriptions of the problems and issues central to the case; provides a well-focused diagnosis of issues and key problems that demonstrates an excellent grasp of the key principles/values, stakeholders, competing obligations and ethical conflict involved; descriptions are compelling and insightful
Points	0 – 2	3 - 6	7 - 8	9 - 10
Q2	Does not identify relevant guidelines and/or identifies irrelevant guidelines	Identifies some of the relevant guidelines or only the guidelines provided in the book, provides little to no explanation of relevance beyond book explanation	Identifies relevant guidelines provided in book, explains relevance of guidelines beyond book explanation	Identifies all relevant guidelines in book and any additional relevant guidelines, provides detailed explanation of relevance of all guidelines beyond book explanation
Q3	Does not identify feasible motives and factors that may influence the decision making process, does not identify what could have been done to prevent the problem	Identifies a motive(s) that may influence decision making process, does not provide accurate justification for these factors, Outlines alternative course(s) of action that could have prevented some of the issues and problems in the	Identifies own motives that may influence decision making process and provides basic justification for these factors, Outlines and summarizes some alternative courses of action that could have prevented most of the issues and problems in the	Identifies and reflects on motives of self and others that may influence the decision making process and provides well-reasoned justifications for these factors, describes alternative courses of action that could have prevented the

		case; proposed actions are have limited feasibility or are not based on ethical guidelines	case; in most instances, proposed actions are feasible, and based on the ethical guidelines	issues in the case, proposed actions are feasible and in line with ethical guidelines
<b>Points</b>	<b>0</b>	<b>1-2</b>	<b>3-4</b>	<b>5</b>
Q4	Does not identify individuals to consult or relevance is not clear	Identifies an individual(s) to consult but justification for choice is not articulated	Identifies relevant individuals to consult, adequate justification for choice is provided	Identifies several relevant trusted colleagues/experts to consult, clearly articulates the relevance of each source
<b>Points</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>
Q5	Does not identify or explain the perspectives of any stakeholders involved in the case, or explanation is flawed in many respects; fails to recognize any differences between the interests of the various stakeholders	Identifies basic perspectives of principle stakeholders involved in the case (including some rights, responsibilities, or vulnerabilities); fails to accurately or adequately outline differences or conflicts of interest between stakeholders	With a few minor exceptions, adequately identifies and summarizes the perspectives of the principal stakeholders involved in the case (including rights, responsibilities, and vulnerabilities); outlines some conflicts of interest between stakeholders	Clearly and accurately describes the unique perspectives of multiple key stakeholders in the case (including rights, responsibilities, and vulnerabilities); demonstrates insightful analysis of strategic tensions or conflicts of interest between the stakeholders
Q6	Has difficulty identifying alternatives and appropriate courses of action; few if any alternatives are presented, infeasible actions are proposed, action plans are not supported, or actions do not address the key issues and problems in the case	Identifies basic alternative courses of action to deal with a limited number of issues and problems in the case; proposed action plans have limited feasibility and/or are not well reasoned and justified	Outlines and summarizes some alternative courses of action to deal with most of the issues and problems in the case; in most instances, proposed action plans are outlined, are feasible, and based on relatively sound justifications	Effectively weighs and assesses a variety of alternative actions that address the multiple issues central to the case; proposes detailed plans of action; action plans are realistic and contain thorough and well-reasoned justifications
<b>Points</b>	<b>0 – 2</b>	<b>3 - 6</b>	<b>7 - 8</b>	<b>9 - 10</b>
Q7	Displays limited awareness and/or understanding of the consequences of action plans; fails to identify implications of proposed action	Demonstrates basic understanding of the consequences of action plans; does not adequately summarize the	Demonstrates acceptable analysis of the results of proposed action plans; adequately outlines and summarizes the	Objectively and critically reflects upon alternative plans of action; effectively identifies, thoroughly

	plans for stakeholders ; identified outcomes do not follow from proposed action plans, or outcomes are not related to issues in the case	implications and consequences resulting from alternative courses of action for all key stakeholders; identified consequences of actions plans have limited relevance to key issues in the case	implications and consequences resulting from alternative courses of action for stakeholders; with a few minor exceptions, identified consequences of action plans are related to key issues in the case	discusses, and insightfully evaluates the implications and consequences resulting from the proposed action plans for stakeholders; identified consequences are tied to the key issues central to the case
<b>Points</b>	<b>0</b>	<b>1-2</b>	<b>3-4</b>	<b>5</b>
Q8	Unclear which or why an alternative was chosen, alternative not feasible	Alternative chosen has limited feasibility, is not in line with ethical guidelines, or does not stem logically from analysis presented	Alternative chosen is feasible, clear justification is provided, is in line with ethical guidelines and addresses most of the issue in the case, choice is related to analysis presented	Clearly articulated why an alternative was chosen, alternative is feasible and in line with ethical guidelines, stems logically from the analysis presented
<b>Points</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>