CPA Enabling Competencies: Professional and Ethical Behaviour Questions

Professional and Ethical Behaviour: The ability to act with honesty, integrity, credibility, self-confidence, and independence, while coping with ambiguity, conflicts of interest, and the need to protect the public interest. Demonstrate ethical behaviour that exemplifies and enhances the reputation of the profession.

HOW TO ASK REALLY GOOD QUESTIONS delves deeper into the dynamics of the conversation and provide you with techniques that will help you move the conversation from social niceties to strategic conversations.

The real value of a mentoring conversation is to help your mentee with the quality of their thinking on issues that are important to them. To do this you need to be able to bring the "story" they have to life in a way that is meaningful to both of you, and for you to ask powerful questions that stimulate this thinking and shed a different light on the issue.

You may find this content is of greatest value to you when you sense that your mentee is tackling some challenging issues or you want to focus the conversation on experiences directly related to the Enabling Competencies.

The mentoring model:

What: A review, a re-wind, reflecting back on what has been happening

1. Describe an ethical issue you faced recently

So What: The process of achieving insight

1. What do you know and what don't you know? How do you know what you know? (your mentee might be unaware of what is a fact and what is not so certain)
2. What are the assumptions you have made about the situation?
3. Who are the stakeholders and what are their interests?
4. What are the different options?
5. What are the complications related to the different options you have?
6. By saying "yes" to one choice, what are you saying "no" to?
7. By saying "no" to something, what are you saying "yes" to?

Now What: Mentee's commitment to new actions, new behaviour, new way of seeing, doing, being

1. What are you taking away from our conversation today?
2. What will you do differently when faced with a similar situation the next time?