

REMAS: Reflective Ethical Moral Assessment Survey

Please Note: All responses will be kept confidential. After completing this survey please return it to the Educational Leadership Program Office. Please contact educational leadership faculty for information about the survey. Thank you for your assistance in assessing program quality.

PART I: REFLECTION. Please mark the frequency with which you engage in the reflective action described for each item. For example, if you perceive that the activity is one in which you engage very often then you would put an X in the far right column (“6”); if the activity is one in which you never engage, please mark an X in the first column (“1”).

Item.	While reflecting on activities and actions at work, how frequently do you - - - - -?	Not at all 1	2	3	4	5	Often 6
1.	Review actions in conversations?	1	2	3	4	5	6
2.	Ask questions about assumptions and underlying actions?	1	2	3	4	5	6
3.	Invite feedback about actions?	1	2	3	4	5	6
4.	Respond to feedback from others with clarifying questions or paraphrased statements?	1	2	3	4	5	6
5.	Ask questions about perspectives of others?	1	2	3	4	5	6
6.	Ask questions about your own perspective?	1	2	3	4	5	6
7.	Construct meaning in conversations?	1	2	3	4	5	6
8.	Interpret and check interpretations of others?	1	2	3	4	5	6
9.	Plan actions?	1	2	3	4	5	6
10.	Describe plans and check plans with others?	1	2	3	4	5	6
11.	Become defensive when questioned by others?	1	2	3	4	5	6
12.	Deny responsibility for decisions or actions you take?	1	2	3	4	5	6
13.	Intentionally screen out criticisms, e.g., Use expressions like, “I don’t remember saying that –“?	1	2	3	4	5	6
14.	Rationalize behaviors, e.g., “I only did that because –“?	1	2	3	4	5	6
15.	Blame others, e.g., “I could not do that because policy/ past practice/ others/ forbid it –“?	1	2	3	4	5	6
16.	View workplace decisions and actions as having moral and ethical dimensions?	1	2	3	4	5	6
17.	Ask the question: “Is this a moral action?”	1	2	3	4	5	6
18.	Ask; “Is that an ethical decision?”	1	2	3	4	5	6
19.	Ask: “What is likely to be the result of this action on fellow employees?”	1	2	3	4	5	6
20.	Ask: “What is the likely result on future practice?”	1	2	3	4	5	6
21.	Ask: “What is the likely result on policy?”	1	2	3	4	5	6
22.	Ask: “What is the likely result on clients or customers?”	1	2	3	4	5	6
23.	Ask: “What is the likely result on society in general?”	1	2	3	4	5	6
24.	Ask: “What is the likely effect on marginalized or disadvantaged groups?”	1	2	3	4	5	6
25.	Examine decisions from an ethical or moral perspective?	1	2	3	4	5	6
26.	Ask: “Is this decision right or wrong?”	1	2	3	4	5	6
27.	Exhibit moral or ethical motivation in the workplace (i.e., prioritize moral and ethical values relative to other values)?	1	2	3	4	5	6
28.	Exhibit moral or ethical character in the workplace (i.e. , demonstrate sensitivity, courage, persistence, and, implementation behaviors)?	1	2	3	4	5	6
29.	Rate the needs of employees first and above future practice, policy, clients or customers, society in general, or persons from disadvantaged groups?	1	2	3	4	5	6
30.	Rate practice first and above the needs of employees, policy, clients/ customers, society in general, or persons from disadvantaged groups?	1	2	3	4	5	6
31.	Rate policy first and above the needs of employees, future practice, clients/ customers, society in general, or persons from disadvantaged groups?	1	2	3	4	5	6

32.	Rate clients/customers first and above the needs of employees, future practice, or persons from disadvantaged groups?	1	2	3	4	5	6
33.	Rate the needs of society in general first, and above the needs of employees, future practice, policy, clients/customers, or persons from disadvantaged groups?	1	2	3	4	5	6
34.	Rate the needs of persons from disadvantaged groups first and above those of employees, future practice, policy, clients/customers, or society in general?	1	2	3	4	5	6

PART II. DEMOGRAPHIC INFORMATION: Would you please provide the following information about yourself?

35. Gender: _____ Female _____ Male

36. Undergraduate Major:

37. Graduate Major:

38. Topic of specialization in doctoral dissertation/ or education specialist research project:

39. Leadership positions held during most of career:

40. Current position:

41. Age:

42. Please make any comments you would like to make about the educational leadership program in the space below: