



Ethics & Leadership Association

CERTIFICATION BLUEPRINT

Certified Ethical Team Leadership Practitioner (ETLP™)

Exam Content Outline

Version 2.0 | September 2026

Applied ethical leadership of people, teams, and stakeholders
For candidates, educators, and Recommended Learning Partners

ETHICS • JUDGMENT • TRUST • ACCOUNTABILITY

Purpose and credential scope

This outline defines the knowledge, judgment, and observable performance for Certified Ethical Team Leadership Practitioner (ETLP™). It supports consistent preparation and assessment design without disclosing live examination content. The official English credential name is retained in every language.

ETLP™ addresses experienced practitioners who lead others toward shared outcomes and accept responsibility for their decisions and consequences. Team leadership includes direct management, projects, programs, products, matrix environments, cross-functional initiatives, and stakeholder networks. Formal reporting authority and organizational transformation experience are not required.

Progression from ELP™

ELP™ focuses on interpreting situations, applying structured ethical reasoning, and recommending responsible action. ETLP™ extends this to deciding, communicating, influencing, delegating, implementing, monitoring consequences, and correcting course. It is not a claim to certify moral character or guarantee future conduct.

Eligibility and learning pathways

Professional experience

At least 36 cumulative months in a direct or indirect leadership role. Periods need not be consecutive; overlapping periods count only once. Evidence should describe dates, responsibilities, people or stakeholders led, shared outcomes, and actual accountability. A job title alone is insufficient.

RLP pathway

At least 14 hours of ECO-aligned leadership education, equivalent to two days, delivered by an active ELA Recommended Learning Partner (RLP).

Non-RLP pathway

At least 21 hours of substantive leadership education, equivalent to three days, from a recognized provider, plus ELA's online Introduction to Ethical Leadership course. The 21 hours exclude the ELA course.

A valid ELP™ credential satisfies the ELA introductory-course requirement on the non-RLP pathway. It does not replace the 21 hours of leadership education or the 36 months of experience. ELP™ is not otherwise a mandatory prerequisite.

The application process is the same as for ELP™: submit a free application for eligibility review; ELA membership is not required. Provide training certificates, course outlines or learning objectives, hours, provider details, and experience evidence. After acceptance, pay the certification fee and schedule the assessment when invited. Verification and accommodations follow applicable ELA procedures.

Assessment blueprint

The ETLP™ assessment comprises 40 scored open-response questions in 150 minutes, delivered online through Aether by N2X Labs. The content is distributed across the four domains below.

No.	Content area	Weight	Questions
1	Applied Ethical Judgment and Responsible Decision-Making	25%	10
2	Leading People and Teams with Integrity	30%	12
3	Ethical Influence, Conflict, and Stakeholder Leadership	25%	10
4	Sustaining Ethical Practice, Learning, and Accountability	20%	8
	Total	100%	40

Domain weights describe the intended contribution to the assessment. Question counts total 40; they do not by themselves establish scoring weights, task-level quotas, or a passing score.

Leadership decisions over time

Linked, evolving scenarios should test not only an initial recommendation but also implementation and response to consequences. A candidate may receive new information, resistance, or evidence of harm and need to revise an earlier decision.

- Diagnose the situation, identify uncertainty and affected stakeholders, and choose a defensible action.
- Communicate the decision, assign responsibilities, and provide proportionate safeguards.
- Respond to new information, disagreement, implementation difficulties, or unintended consequences.
- Monitor outcomes, explain any change of course, repair harm where appropriate, and capture learning.

Domains, tasks, and representative enablers

1. Applied Ethical Judgment and Responsible Decision-Making

Blueprint weight: 25%

Task	Candidate must be able to...	Representative enablers / observable evidence
1.1	Diagnose an ethical leadership situation.	Separate facts, assumptions, and uncertainty; identify duties, pressures, vulnerable stakeholders, foreseeable harms, and information needed before acting.
1.2	Choose and justify a responsible decision.	Apply the Integrity Model: Ability, Legal, Ethics, and Values; compare options and trade-offs; distinguish legal compliance from ethical sufficiency.
1.3	Act proportionately under pressure.	Set boundaries, decide what can be delegated, obtain advice or escalate when necessary, and explain a timely decision without hiding uncertainty.
1.4	Implement, monitor, and correct a decision.	Translate the decision into actions, owners, safeguards, and review points; reassess assumptions; acknowledge mistakes and arrange proportionate remediation.

2. Leading People and Teams with Integrity

Blueprint weight: 30%

Task	Candidate must be able to...	Representative enablers / observable evidence
2.1	Adapt leadership to people and context.	Consider team maturity, capability, motivation, and cultural context; adapt support and direction without abandoning ethical principles or stereotyping.
2.2	Delegate with clarity and accountability.	Clarify purpose, authority, resources, boundaries, and expected outcomes; agree check-ins; retain appropriate leader accountability without micromanaging.
2.3	Build trust, protected voice, and inclusion.	Invite challenge; listen across power differences; protect confidentiality and speaking up; respond to concerns and prevent retaliation.
2.4	Manage performance and development fairly.	Provide specific feedback, coach and develop others, address poor conduct consistently, and align recognition and workload with stated values.

Domains, tasks, and representative enablers

3. Ethical Influence, Conflict, and Stakeholder Leadership

Blueprint weight: 25%

Task	Candidate must be able to...	Representative enablers / observable evidence
3.1	Influence without relying on formal authority.	Map interests, dependencies, and sources of influence; build shared purpose and credible commitments; avoid manipulation or coercion.
3.2	Address conflict constructively.	Distinguish interests from positions; surface value tensions and power imbalances; facilitate fair dialogue, negotiate boundaries, and escalate unresolved risks.
3.3	Engage stakeholders across boundaries.	Consider customers, communities, partners, and vulnerable groups; adapt communication across cultures; make consultation meaningful and explain trade-offs.
3.4	Communicate difficult decisions and rebuild trust.	Explain rationale and limits honestly; acknowledge impacts; avoid false promises; agree responsibilities and follow through after disagreement or harm.

4. Sustaining Ethical Practice, Learning, and Accountability

Blueprint weight: 20%

Task	Candidate must be able to...	Representative enablers / observable evidence
4.1	Align everyday practice with ethical commitments.	Make roles, routines, incentives, controls, and team norms consistent with values; address gaps between declared principles and actual behavior.
4.2	Evaluate consequences and learn from evidence.	Combine quantitative and qualitative feedback; interpret results in context; avoid gaming or blame; turn learning into observable improvements.
4.3	Exercise responsible judgment around AI and emerging risks.	Question evidence quality and bias; protect confidential information; maintain meaningful human oversight, proportionate safeguards, and escalation.
4.4	Demonstrate reflective accountability and stewardship.	Recognize limits and errors; seek feedback; repair damage; develop others and sustain responsible practice beyond a single result or individual leader.

What competent ETLP™ responses demonstrate

Responses should be judged against task-specific evidence criteria. Fluent writing alone is not evidence of leadership competence. Candidates should:

- Perform the requested leadership task and use relevant Practice Guide concepts accurately.
- Ground decisions in the scenario, separate facts from assumptions, and consider affected stakeholders.
- Explain alternatives, ethical trade-offs, responsibility, and the limits of their authority.
- Specify communication, implementation, delegation, safeguards, and follow-up.
- Respond constructively to challenge or new evidence and acknowledge when correction is necessary.

Material counterevidence

Treating legality as sufficient, ignoring vulnerable stakeholders, permitting retaliation, using manipulative influence, or proposing human oversight without real authority may undermine a competence claim.

Aether, scoring, and ELA authority

Aether is the AI-enabled platform for assessment delivery and analysis. ELA defines the competencies, tasks, evidence criteria, scoring rubrics, and decision standards for ETLP™. Question generation or selection and response analysis must operate within the framework established by ELA.

ELA determines the passing standard and scoring rules. The domain percentages in this outline describe the content blueprint; they are not pass marks.

Credentialing authority

Aether supports assessment administration and analysis. It does not independently confer, deny, suspend, or revoke the ETLP™ credential. ELA retains authority over certification decisions, quality assurance, and applicable review procedures.

Candidate information and preparation

An immediate assessment result may be provisional pending ELA validation, integrity checks, or quality review. Only a result expressly marked final should be treated as final. ELA will communicate information on review and appeal requests on its website and/or in examination results issued through Aether.

Candidate responses, assessment records, scoring data, and relevant interaction logs must be handled under the applicable ELA privacy notice and retention rules. Confidentiality, permitted resources, assistance, and assessment-integrity requirements must be communicated before the examination.

Preparation

- Study the Ethical Leadership Practice Guide and connect its principles and models to real leadership responsibilities.
- Practice concise responses covering diagnosis, decision, communication, implementation, consequences, and correction.
- Use team and stakeholder examples, including leadership without formal authority; avoid memorized model answers.
- Use only resources and assistance expressly permitted for the examination; request accommodations through the published process.

Fees and application process

Item	Fee / application rule
Certification fee	US\$379.
ELA member reduction	20%; resulting member fee US\$303.20.
Application and payment	Free application; ELA membership not required. Pay after acceptance and schedule the assessment when invited, as for ELP™.

Maintenance of certification

A three-year certification cycle, with 18 hours of professional development during the cycle, including at least 9 hours directly related to ethics or ethical leadership, and one applied reflective case. No new examination is required for renewal.

The reflective case should describe a situation the holder actually led, the evidence considered, the decision and action, the consequences observed, and the learning or correction.

Document control

Field	Record
Owner	Ethics & Leadership Association
Document	ETLP™ Exam Content Outline
Version and status	2.0 - Public edition.
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Language	English.

Version history

2.0 - September 2026. Public edition of the Certified Ethical Team Leadership Practitioner (ETLP™) Exam Content Outline.

Curriculum reference

- ELA, Ethical Leadership Practice Guide, First Edition: primary learning reference for this certification.

All language editions retain the official English credential name and the same certification requirements and assessment blueprint.

Consult the ELA website for application and examination availability and the applicable candidate terms, privacy notice, accommodations, and review information.