

Unethical Behaviors in Organizations

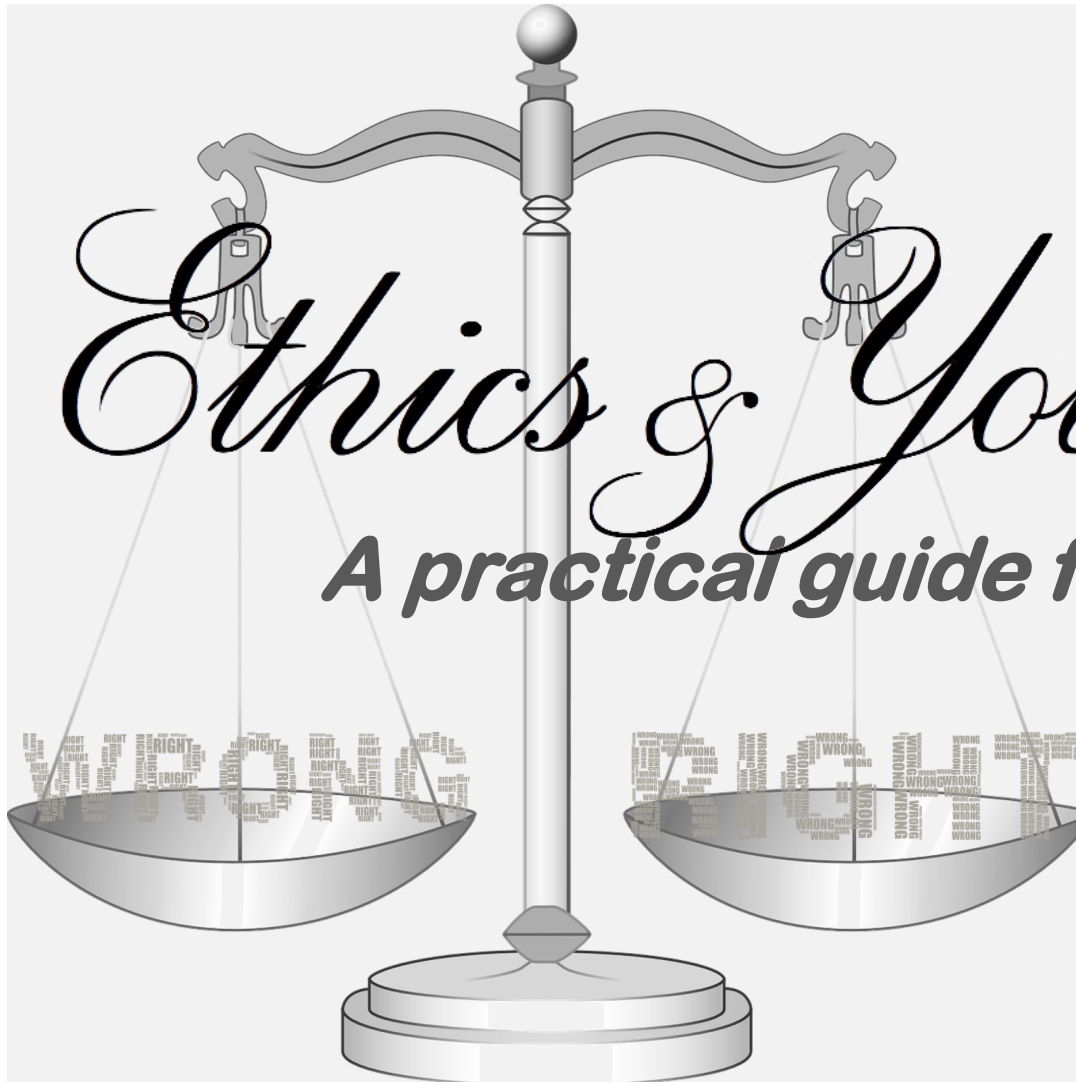
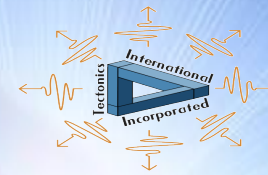
- Greed
- Favoritism
- Abuse of power/authority
- Failing to speak up when unethical practices occur
- Cover-ups and misrepresentation in reporting and procedures
- Lying by omission as well as commission
- Not taking responsibility for unethical behavior(s)
- Blaming others for unethical behavior



Ethics, You & the Organization

You are either ethical and moral or you are not. If you are, the organization is as well. If you are not, the organization fails as well.



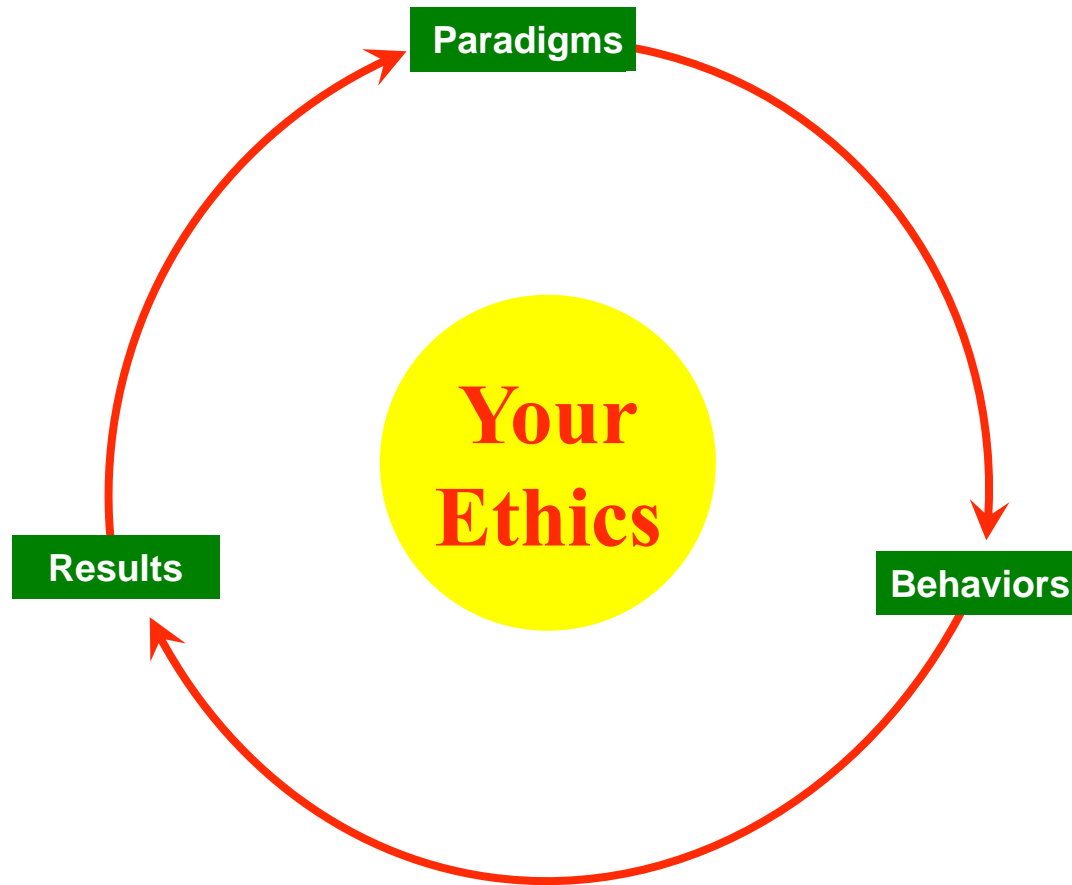


Objectives

- Why ethics and WII-FM
- Define “ethics” and “conscience”
- Assess your understanding of ethics
- Identify, and define, ethical principles and character
- Discuss rationalization
- Provide a practical way to make ethical decisions
- Encourage you to define, and live, your values



Why Ethics



Ethics & WII-FM

Your ethical behavior is key to others seeing you as:

- Credible & trustworthy — *Hogan, Curphy & Hogan*
- Having moral integrity — *Cook & Emler*
- Being trusting — *Randstad*
- A good leader — *Yukl, Kanungo & Mendonca*



Definitions

- **Ethics** – A set of principles that transcend ethnic and national boundaries that deal with what is good and bad, including means as well as ends
- **Conscience** – Together with the feeling of obligation to do right and be good, your sense of the moral goodness or blameworthiness of your own behavior



Ethics Assessment

- Are you an ethical person?
- Do those around you believe you are an ethical person?
- How often do you encounter situations where you have to consider the ethical issues involved?
 - Almost never?
 - Monthly?
 - Weekly?
 - Daily?
- “Ethics” is a plural. Can you name them?
- If you don’t know what they are, how do you know you’re ethical?



Ethical Principles

Examples of Ethical Principles		
Honesty	Self-sacrifice	Helpfulness
Lawfulness	Empowerment	Truthfulness
Respect	Justice	Value creation
Dependability	Fairness	Self-knowledge
Courage	Compassion	Integrity
Self-control	Loyalty/Fidelity	Responsibility
Trust	Dignity	

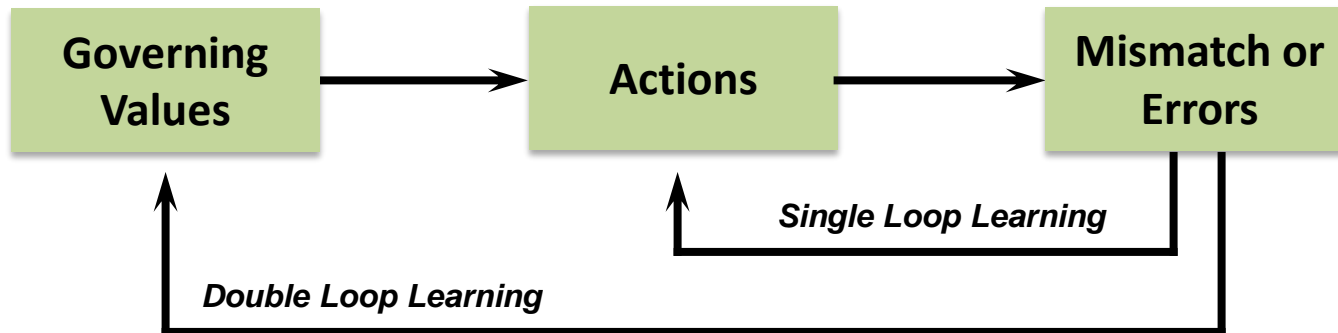


Examples of Principle Definitions

- ***Honesty:*** Not engaging in deception. Refusing to lie, steal or deceive in any way. Honest about emotions.
- ***Fairness:*** Free from self-interest, prejudice or favoritism in dealing with others. Applying the rules impartially.
- ***Self-Knowledge:*** The willingness to cultivate an understanding of one's own capabilities, character, feelings, and motivations.
- ***Integrity:*** What one says and does match. Behavior matches stated ethics and values.



Ethical Character



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Rationalizations

You believe:

- Nobody's getting hurt
- It's not "really" illegal, unethical or immoral
- Everybody does it
- It will never be found out or publicized
- I can't afford to do otherwise
- Nobody cares about this anyway



Rationalizations

Rather than judge ourselves by our actions, as others usually do, we tend to judge ourselves by our good intentions even when the facts are otherwise



Ethical Character ...

Depends on your:

- Ability to recognize and articulate the ethics of a situation
- Personal courage not to rationalize away bad ethics
- Innate respect for others
- Sense of personal worth that comes from ethical behavior



For Ethical Decisions Ask ...

- Is it legal?
- Is it right? Will it make me proud?
- Is it fair?
- Am I hurting anyone? If so, how and why?
- How would I feel if I was on the receiving end of this action/decision?
- Could I disclose it to my boss, CEO or my family?
- How would I, and others, feel if it is discussed on the evening news?
- Would I tell my child to do this?

16



A Final Thought

Your life is the product of *your values*,
not your feelings.

It is a product of *your decisions*,
not your conditions



Thank You



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