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Morals/Values

Core beliefs or desires that guide or motivate attitudes and actions. Our morals/values will or should determine how we will behave in certain situations.

- Responsibility
- Respect
- Fairness
- Honesty


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Professional Ethics and Social Responsibility

Darlene B. Williams, PHD
Linda S. Salac, MA, MIT

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Ethics

Standards of conduct that indicate how one **should behave** based on moral duties, virtues, and values which themselves are derived from principles of right and wrong.

Simply put: Ethics involves learning what is right or wrong, and then **doing** the right thing.


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PMI Code of Ethics and Professional Conduct

Foundation Values that lead to Trust

- Responsibility
- Respect



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Morals/Values vs. Ethics

These terms are not interchangeable.

Ethics is concerned with how a person **actually** behaves. It is about conduct.

Morals/Values relate to how a person **should** behave.

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Importance of Ethics

- Stakeholders (customers, employees, social responsibility)
- Retention of high quality employees
- Respected leaders believe ethical conduct is a requirement for long term success
- Media exposure
- Bribery, gifts, and kickback



(L Trevino & K Nelson, 2007)

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Rationalizing Unethical Behavior

- If It's Necessary, It's Ethical
- The False Necessity Trap

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Ethical Issues are Seldom Black and White

- Conflicting demands:
 - Loyalty to company and colleagues
 - Concern for public welfare
 - Personal gain, ambition



- Ethical standards are usually relative and personal, there is seldom an absolute standard

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- I'm Just Fighting Fire With Fire
- It Doesn't Hurt Anyone & Everyone's Doing It

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- It's OK If I don't Gain Personally
- I've Got It Coming (I Deserve It)

(M Josephson, 2002)

Five Warning Signs Ethical Collapse

- Surround yourself with subordinates who are young, inexperienced, enthralled with power and deep in debt
- Send a clear message that you expect results at any cost
- Be certain the CEO is tyrannical and prone to anger
- When an employee's public statements bring criticism to the company, cut the employee loose
- When an ethical lapse is discovered, never admit anything. Conceal, spin and gloss responsible for business results.

Path To Better Decisions

- Stop and think
- Clarify goals
- Determine facts
- Develop options
- Consider consequences
- Choose
- Monitor and modify



Managing Ethics in the Workplace

- It is a process
- Accomplish preferred behaviors
- Avoid ethical dilemmas
- Conflict of interest
- Make ethics decisions in groups
- Transparency
- Integrate ethics management with other management practices
- Use cross-functional teams
- Trying to operate ethically and making a few mistakes is better than NOT trying at all

(C McNamara, 2008)

Traits of an Ethical Person

- Trustworthiness
 - Honesty
 - Integrity
 - Reliability
 - Loyalty
- Fairness
- Respect for others
- Justice
- Wisdom and Prudence



Sorting Through Ethical Dilemmas

ASK:

- Which ethical values are involved?
- Are ethical values in conflict?
- What are the facts?
- What are the options?
- What decision best reflects your responsibility to serve the public as a whole?
- What decision will best promote public confidence in your agency and your leadership?

THE BOTTOM LINE

“The ultimate answer to ethical problems in government is honest people in a good ethical environment. No web of statute or regulation, however intricately conceived, can hope to deal with the myriad possible challenges to a (person's) integrity or his devotion to the public interest.”

John. F. Kennedy, Message to Congress on April 27, 1961

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