



Ethics, Decision Making & Career Survival

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Ethics

- If you wouldn't do it in front of your:
 - Mother/Father
 - Husband/Wife – Other
 - Children/Grandchildren
 - Favorite Clergy Person
 - Or on the 5:00 news
- Then don't do it.
- Thank you for your time... Let's have Sushi!

DEFINE ETHICS

- ▶ **BASED UPON YOUR INDIVIDUAL UNDERSTANDING OF THE MEANING OF THE TERM**

ETHICS

How About

➤ A **CODE OF VALUES**

- Which guides our **choices** and **actions**;
- And determines the **purpose** and **course** of our lives.

That sounds good; but...

➤ A **CODE OF VALUES**

- Which guides our **choices** and **actions**;
- And determines the **purpose** and **course** of our lives.

- **Mother Theresa**
- **Hitler**
- **ISIS**

Societal Reference Points

- ▶ Core set of **beliefs, values, and standards** is great.
- ▶ Without a set of Societal Anchors with which to measure...
- ▶ Ethical Decisions/Actions become a moving target.

Learning Objectives

- Identify factors that lead to unethical behavior.

Recognize and Intervene.

- Explore stages of moral development.

Ethics are caught, not taught.

- Apply decision-making models when faced with ethical dilemmas.

Use a personal inventory and various theories to assist with the decision-making process.

Expectations

- ▶ When you first heard you were coming to this class, what did you expect?



What is your role in society?

➔ How do you see yourself?



A 3D illustration of a red figure standing on a white platform, surrounded by a crowd of blue figures, symbolizing leadership or a prominent role in a group.



What is the role of Society?

- ▶ What do you see as the responsibility of society in relation to you?



Expectations are good, but...

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- Can you make society fulfill their role?
- Can you make your staff fulfill their role?
- When the day is done, you can only make **YOU** fulfill your role... However...
- You can **INFLUENCE** others,
- By Example, Encouragement, Recognition... What else?

Ethical Leadership – Ask Yourself

- Am I doing the right thing,
- At the right time,
- In the right way,
- And for the right reason?



Let's start with the first Objective

- What are some factors which lead to unethical behavior?



That was a portion of recognition

➤ Now how about intervention?

- Your staff member has stolen money...
- Your staff member has taken a roll of scotch tape...
- Who here has thought about what you would do?

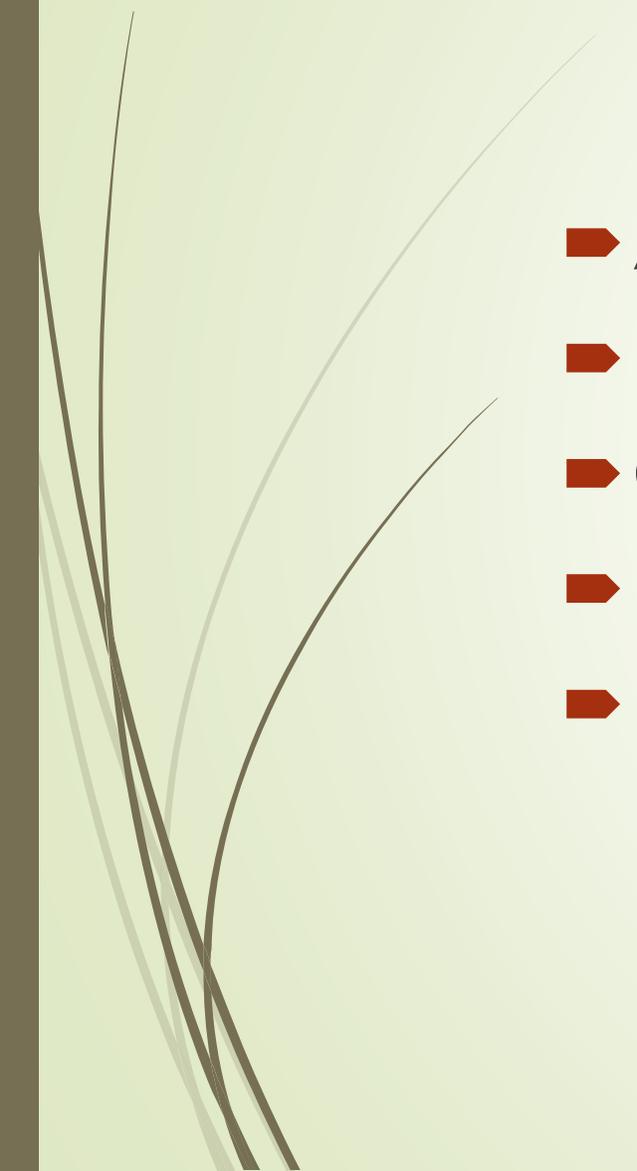


What are Your Values?

- Q: What do you *stand* for?
 - Q: What do you want people to say about you after you are gone?
- 



What's In It For Me?

- A. Retirement
 - B. Peace of Mind
 - C. Personal/Internal Rewards
 - D. Career Development
 - E. Career Survival
- 



If you know or should have known

- ▶ Then you have to be prepared to act.
 - ▶ Perfect Practice Makes Perfect.
- 



The 6 Pillars (R.P.s) of Character

Michael Josephson

➤ 1. Trustworthiness

- Honesty (Walk/Talk)
- Integrity
- Promise-Keeping
- Loyalty

➤ 2. Respect

- For yourself
- Toward others
- Earn it from others

➤ 3. Responsibility

- Accountability
- Pursuit of Excellence
- Self-Restraint

➤ 4. Justice and Fairness

➤ 5. Caring

➤ 6. Civic Virtue & Citizenship



Stakeholders

- ▶ Who are the stakeholders to whom you must answer?



Ripple Effect

Good or Bad

Stages of Moral Development

There are significant flaws in this study but it can start a thought process.

- **Punishment/Satisfaction.**
- **Societal Morality.**
 - Simply put, “to get people to like me”.
 - You think it’s your duty as a ... (**Insert role in society here**).
 - Law v. Need.
- **Social Contract.**
 - Consider other opinions and values when making choices.
 - The Greater Good.
- **“Universal” Ethical Principles.**
 - You are willing to break the law to defend your set of beliefs.
 - Human Rights... Recreational Drugs... No Seatbelts.



Ethics Decision-Making Models

- Ethical Check Questions
 - 1. Is it Legal?
 - 2. Is it Balanced?
 - 3. How will I feel about it?



Think ... Then A.C.T.

- 1. **A**lternatives
- 2. **C**onsequences
- 3. **T**ell your Story



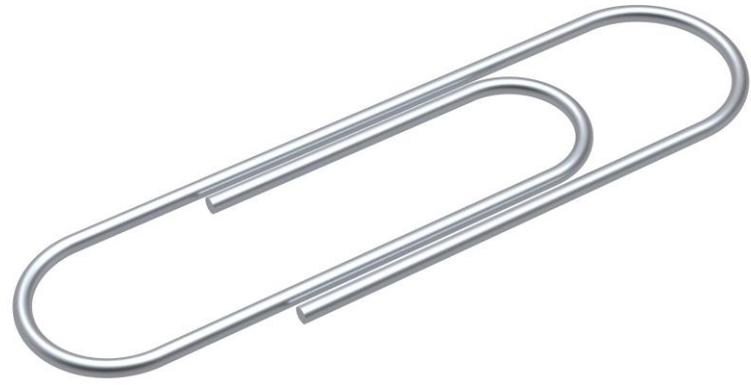
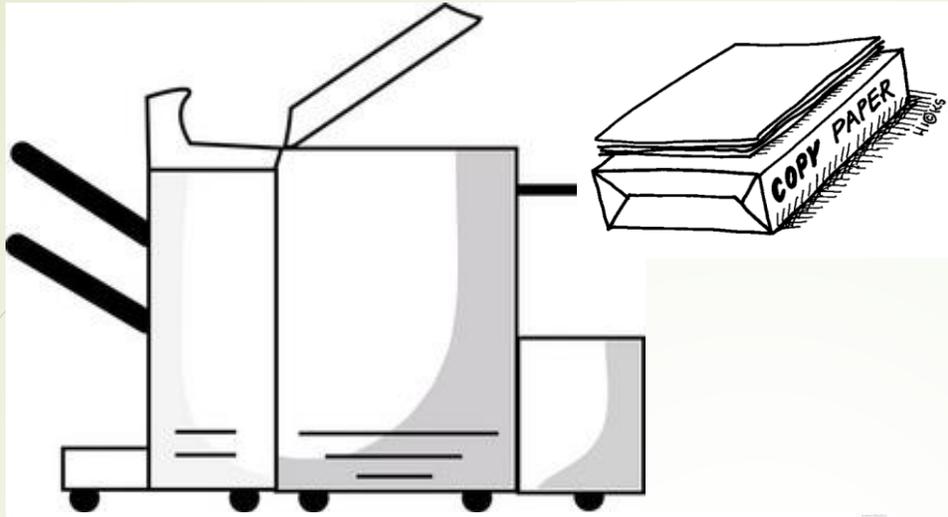
Bell, Book and Candle

- **The Bell** – *Do any bells of warning go off as I consider my choice of actions?*
- **The Book** – *Does it violate any laws, written codes, etc....?*
- **The Candle** – *Will my decision be able to withstand the light of day, or the spotlight of publicity?*



The Boiling Frog Syndrome

- Gradual decline of behavior.
- Unhealthy cultures do not happen overnight.





The S.T.A.R.

Someone who **S**tands **A**bove the **R**est

- Who comes to mind?
- What characteristics make them a STAR?
- How do we make those traits part of the makeup of your organization?



Making Career Choices

...3 Important Questions...

- 1. Where do I want to be __ years now?
- 2. What kind of person do I want to be __ years from now?
- 3. Will this decision move me in that direction?

OATH OF OFFICE

- TITLE 59
- PUBLIC OFFICERS IN GENERAL
- CHAPTER 4
- OATH OF OFFICE
- 59-401. LOYALTY OATH -- FORM. Before any officer elected or appointed to fill any office created by the laws of the state of Idaho enters upon the duties of his office, he must take and subscribe an oath, to be known as the official oath, which is as follows:
 - **"I do solemnly swear (or affirm, as the case may be) that I will support the Constitution of the United States, and the Constitution of the State of Idaho, and that I will faithfully discharge the duties of *(insert office)* according to the best of my ability."**