



WORKPLACE
ETHICS & INTEGRITY

FOUNDATIONS
SERIES

with Suzanne Matthiessen



WORKPLACE BEHAVIORAL ETHICS



WHY DOES
A CULTURE
OF ETHICS
AND
INTEGRITY
MATTER?



It is true that integrity alone
won't make you a leader,



but without integrity,
you will never be one.

-Zig Ziglar

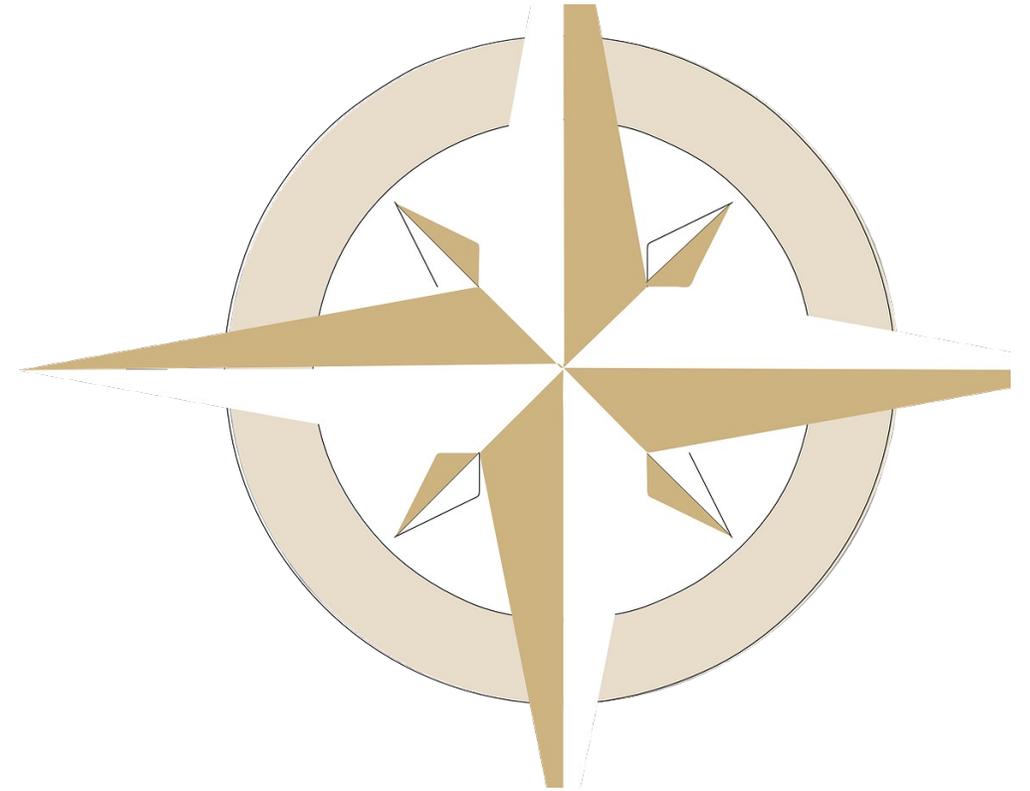
Ziglar.com

CULTURE, INDUSTRY AND PUBLIC TRUST

- Organizational integrity and buy-in to an ethical workplace culture often reaches beyond the physical barriers of the workplace and extends deeply into employee communities, across the organization's market and industry and into positive press and regulatory relationships.
- Recognition as an ethical place to work tends to be self-fulfilling by attracting and retaining high-quality executives, employees, partners and customers.

Objectives Your Organization Can Attain with Effective Workplace Behavioral Ethics Education

- Establish a sustainable culture of unbroken integrity and professional respect
- Live your stated values and principles
- Guide ethical decision-making processes before *and* during times of stress and change
- Prevent misconduct and provide safe resources for reporting incidents of unethical behavior by **anyone** in the organization
- Protect across-the-board reputation, and avoid risks *before* costly damages occur
- Increase transparent communication and psychological safety across the entire organization
- Be an industry leader that is an example of ethical leadership, practices and processes that people and companies trust and want to do business with





Relying solely upon teaching employees' ethical principles using philosophical reasoning methods doesn't do much to enhance ethical decision-making.

Education must go further and acknowledge there are multiple factors that determine whether ethical decision-making will occur.

Behavioral ethics concepts such as *bounded ethicality*, *bounded awareness*, *ethical blind spots*, *ethical fading*, and organizational systems that **prevent or inhibit** ethical decision-making are not merely aspirational; there are a myriad of adverse consequences that can cost organizations when a culture of integrity is broken.

THE CHALLENGER DISASTER



Image source: NPR.org

"I stopped **when it was apparent that I couldn't get anybody to listen** ...The result would be a catastrophe of the highest order - loss of human life." - Thiokol engineer Roger Boisjoly.



Image source :history.com

The next morning, Jan. 28, Boisjoly watched the launch from Thiokol's Utah headquarters and saw the Challenger explode 73 seconds after lift-off. Within days, he and senior engineer Alan McDonald were both praised and condemned **for telling the truth.**



WHAT IS MEANT BY
WORKPLACE
BEHAVIORAL ETHICS?

WHY IS HAVING THEM
VITAL FOR YOUR
ORGANIZATION?

