

IntegratedEthics

Ethics Matters – Part 2

An Ethical Leadership (EL) Activity

DISCUSSION GUIDE

Activity Goal:

Discuss the impact of communicating directly that ethics is important

Time:

8 -10 minutes

Activity Format:

- Read script
- Ask questions
- Discuss/practice
- Read take-home script

Leader Note:

Strive to gain participation from everyone in the group. Ask as many probing questions as needed to encourage a comprehensive discussion.

EL Compass Point Link:

Point 1:

Demonstrate that ethics is a priority

- Talk about Ethics
- Prove that ethics matters to you
- Encourage discussion of ethical concerns

Script:

“Today we are going to continue our discussion on communicating that ethics matters. As you may recall, last time we discussed how specific phrases can be used to communicate our commitment to ethics. I hope you’ve all had a chance to try out some of the phrases we identified last week, and are prepared to discuss your experiences here with us today.”

Questions/Discussion:

1. **What phrase(s) did you use to communicate that you think ethics is important?**
2. **How did you use this phrase? What were the circumstances?**
3. **Did you find using this phrase to be difficult or easy? In what ways?**
4. **How did staff react to your use of this phrase?**
5. **Are you likely to use this phrase again in the future? If not, why?**

Take-Home Message Script:

“Thank you all for that great discussion. Our take-home message here is that we need to communicate to staff that ethics is important. The more we practice using language to communicate that ethics matters, the easier and more natural it becomes. I would like to continue this momentum toward improving the ethical environment and culture, and so I ask that each of you take this activity back to your own management meetings. Run this activity with your peers and subordinates, and then ask them to do the same with their own staffs. If any great ideas come from those meetings, please bring them back to share here with the larger group.”

[Lead-in to next activity: “We have practiced how we can and should communicate directly that ethics matters. Next week I’d like to discuss some of the ways in which we may inadvertently communicate that we don’t care about ethics or that we are willing to tolerate unethical behavior, and how we can avoid sending unintended messages to staff.”]