Ethical Leadership

Fostering an ethical environment and culture: Four Compass Points

DEMONSTRATE THAT ETHICS IS A PRIORITY
• Talk about ethics
• Prove that ethics matters to you
• Encourage discussion of ethical concerns

COMMUNICATE CLEAR EXPECTATIONS FOR ETHICAL PRACTICE
• Recognize when expectations need to be clarified
• Be explicit, give examples, explain the underlying values
• Anticipate barriers to meeting your expectations

PRACTICE ETHICAL DECISION MAKING
• Identify decisions that raise ethical concerns
• Address ethical decisions systematically
• Explain your decisions

SUPPORT YOUR LOCAL ETHICS PROGRAM
• Know what your ethics program is and what it does
• Champion the program
• Support participation by others
To check the quality of your ethical decision-making process, ask yourself these questions:

• Do I have all the important facts relevant to the decision?
• Have I involved everyone who should be part of this decision?
• Does this decision reflect organizational, professional, and social values?
• Do the likely benefits of the decision outweigh any potential harms?
• Will this decision keep the problem from recurring or establish a good precedent?
• How would this decision look to someone outside the organization?