A Matter of Ethics or in other words...

...Shoot Your Horse or Die~
Ethical Dilemmas of the Old (and New) West.

Region VIII Employment Conference
Rope’n and Ride’n on the Employment Trail
Spearfish, SD    October, 2006
Go With the Flow!

Objective

Your task as a team is to move the marble from the starting line to the container at the finish line in the best possible time and before the other team(s). Remember, extra time a team needs to work costs the company money. The task is complete when the marble hits the inside bottom of the cup and rests there. Follow these guidelines while executing this task.

Guidelines

1. Only one channel per team member who must always be in physical contact with that channel.

2. The marble can only be transported in the channel.

3. When the marble is in contact with a channel, the participant may not move his/her feet, i.e., the participant's feet must be stationary on the ground.

4. Once the marble leaves the starting line, the marble must continue rolling forward.

   If the marble rolls to a stop, rolls backward, or falls from the channel, the team must return to the starting line, meet to discuss the problem, and then begin again.

5. The challenge is complete when the marble falls into the cup. The cup must remain stationary: cannot be moved, tipped, or relocated.

6. Your time begins when the marble crosses the starting line, and ends when the marble comes to a complete stop inside the cup.

7. Each team is responsible for keeping their own time.

8. You have _____ minutes to achieve your best time.
DON'T SQUAT WITH YER SPURS ON: A COWBOY'S GUIDE TO LIFE.
~by Texas Bix Bender

- Crisis management principle: Good judgment comes from experience, and a lot of that comes from bad judgment.
- Lettin' the cat outta the bag is a whole lot easier 'n puttin' it back.
- Negotiation principle: Never drop yer gun to hug a grizzly.
- Other Guidelines: If you're ridin' ahead of the herd, take a look back every now and then and then to make sure it's still there.
- If you get to thinkin' you're a person of some influence, try orderin' somebody else's dog around.
- A good horse never comes in a bad color.
- After eating an entire bull, a mountain lion felt so good he started roaring. He kept it up until a hunter came along and shot him............
  The moral: When you're full of bull, keep your mouth shut.
- Never kick a fresh cow chip on a hot day.
- Don't worry about bitin' off more than you can chew. Your mouth is probably a whole lot bigger'n you think.
- If you find yourself in a hole, the first thing to do is stop diggin'.
- Never slap a man who’s chewin’ tobacco.
- It don’t take a genius to spot a goat in a flock of sheep.
- Always drink upstream from the herd.
- When you give a lesson in meanness to a critter or a person, don’t be surprised if they learn their lesson.
- When you’re throwin’ your weight around, be ready to have it thrown around by somebody else.
- Always take a good look at what you’re about to eat. It’s not so important to know what it is, but you might need to know what it was.
- The quickest way to double your money is to fold it over and put it back in your pocket.
- Never miss a good chance to shut up.
- There are three kinds of men. The one that learns by reading. The few who learn by observation. The rest of them have to pee on the electric fence for themselves.
A Matter of Ethics

“Ethics is knowing the difference between what you have the right to do and what is the right thing to do.”
—Former United States Supreme Court Justice Potter Stewart

Value Statement on Ethics from Lockheed Martin

They state that Ethics is their number one value...”We will be well informed in the regulations, rules, and compliance issues that apply to our businesses around the world. We will apply this information to our conduct as responsible employees of Lockheed Martin and we will adhere to the highest standards of ethical behavior in all that we do.”

Does your organization have a values statement about ethics? How about ethics policies and procedures? See the great article available at www.ethics.org/resources/article_detail.cfm?ID=8 and also see www.IndependentSector.org, click on accountability.

Here’s an excerpt from the article sited above...

In every business decision we have to choose between alternatives. Sometimes the choice is clear; there is a right answer and a wrong answer. In many of these cases the choice is made difficult by what we call an ethical dilemma, where no matter which alternative we select, we will be subordinating one or more of our values.
Paragraph 1 on page 2 of this Statement:

“As a matter of fundamental principle, the nonprofit and philanthropic community should adhere to the highest ethical standards because it is the right thing to do. As a matter of pragmatic self-interest, the community should do so because public trust in our performance is the bedrock of our legitimacy. Donors and volunteers support charitable organizations because they trust them to carry out their missions, to be good stewards of their resources, and to uphold rigorous standards of conduct.”

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2 Much of the spirit, and some of the language, in this Code are taken from Obedience to the Unenforceable, first published by INDEPENDENT SECTOR in 1991 and re-released in 2002. Other helpful sources include the Code of Ethics for Museums by the American Association of Museums, the Code of Ethics of the Charles Stewart Mott Foundation, the Code of Ethics of the United Way of America, and the work of the Institute for Global Ethics. For a comprehensive listing of codes and standards for nonprofit and philanthropic organizations, see the INDEPENDENT SECTOR website at http://www.IndependentSector.org/issues/accountability/standards.html.
Questions can be our tools to higher levels of ethical behavior because they raise our awareness. If posed well, questions can

- bring us all to be a “fair witness” to our choices and those of others.
- provide a spring-board for exploring important issues with direction.

Here are a few questions we can ask as we begin to explore “ethics” as managers in our organizations?

1. What are the values of my organization?
2. What are my values?
3. How are values demonstrated?, violated?
4. How are we challenged to demonstrate our values to the highest degree?
5. What is the difference between unethical behavior and illegal behavior?
6. What is the difference between values and ethics?
7. What is an ethical dilemma?
8. What level of ethical behavior exists in your organization on a scale of 1-10? 1 is the bottom.
9. What level of ethical behavior do I display on a scale of 1-10?
10. List some suggestions for increasing the ethical behavior in your organization or in your own dealings.
Ethical dilemmas...

1) “You are working to correct a mistake that your boss doesn’t know about. If you tell the boss, you will be blamed for the mistake. If you don’t tell the boss you could be chewed out for taking too long to do the job.”

—ERC, from article “Ethical Dilemmas in the Everyday Workplace”

2) We at Good Works are required by the state to report all incidents of injury, exploitation, and abuse that occur to the people whom we serve. George just poked Sally in the eye at work and there were several other similar incidents with some other people you served yesterday. You are behind in your other paper work, you have a meeting tonight with a new employer, and you have to finish your reading for your CTAT class. If you don’t report the incident, you are in violation of the law. What do you do?

3) Our Good Works dress code is clearly stated in the policy manual. Some managers choose attire that is in violation of the code. You’re orienting new employees and you have to relay the dress code to them. One of the managers who dresses contrary to the code will be giving a presentation later in the day. If the new employees don’t comply with the code, you will be questioned by your supervisor. (This is actually a political dilemma, isn’t it? What’s the difference between ethical and political dilemmas?)

4) One of our managers who has been known to date a lot has started to date a direct report (employee). The dating has continued for several weeks. People are starting to talk and the relationship seems to be influencing other relationships in the department. There is no policy regarding direct reports and dating, especially given that our CEO is married to the Operations Manager, a directly reporting relationship.

5) Howard Brody (Ethics in Family Medicine)
Elderly gentleman had his wife at home, in pain; she was very, very ill.
The insurance coverage had run out on her medication.
The husband broke into the pharmacy and stole her medications.
The Wife survived. Husband arrested because he stole the drugs.
What was the crime? Was it equally criminal to let her suffer?
Was he right or wrong to do what he did?
What about…?

What are some ethical dilemmas or questions about ethical behavior regarding our work?

Write some ideas here...
Autonomy: To honor the right to make individual decisions.
Beneficence: To do good to others.
Nonmaleficence: To do no harm to others.
Justice: To be fair and give equally to others.
Fidelity: To be loyal, honest, and keep promises.

Steps for ethical decision-making when facing an ethical dilemma include the following:*

1) Identify the problem or dilemma.
2) Identify the potential issues involved.
3) Review the relevant ethical guidelines.
4) Obtain consultation.
5) Consider possible and probable courses of action.
6) Enumerate the consequences of various decisions.
7) Decide on what appears to be the best course of action.

*Please see revision adopted January 1, 2002, Section K 1-3, pages 19-20.
A Matter of Ethics

A few resources for information on ethics.


2) The Ethics Resource Center (ERC) ................. www.ethics.org
   - “Ethical Dilemmas in the Everyday Workplace”
     http://www.ethics.org/resources/article_detail.cfm?ID=8
   - “What is the difference between loyalty and whistleblowing and how are they related?”
     ... Competing values are the basis for what we call ethical dilemmas - a choice between competing "rights" as opposed to a right versus wrong choice. ....
     http://www.ethics.org/ask_e1.html
   - “Ethics Effectiveness Quick-Test”
     http://www.ethics.org/quicktest/index.cfm

2) Lockheed Martin ............................................. www.lockheedmartin.com/contact/ethics

3) For sample ethics codes:
The Center for the Study of Ethics in the Professions (Codes of Ethics online)
http://www.iit.edu/departments/csep/PublicWWW/codes/

4) Book:
The Palace Thief....................................................Includes 4 stories including that of the title of the book upon which the movie, The Emperor’s Club, is based. (Awesome movie, by-the-way!)

5) Another book!
The Good, The Bad & The Difference: How To Tell Right From Wrong in Everyday Situations
.........................................................................................This is a collection of Randy Cohen’s responses to his readers as he’s explored ethical questions in his weekly column "The Ethicist" for the New York Times Magazine.
from Toltec master
Don Miguel Ruiz,
The Four Agreements

BE IMPECCABLE WITH YOUR WORD

Speak with integrity. Say only what you mean. Avoid using the word to speak against yourself or to gossip about others. Use the power of your work in the direction of truth and love.

DON'T TAKE ANYTHING PERSONALLY

Nothing others do is because of you. What others say and do is a projection of their own reality, their own dream. When you are immune to the opinions and actions of others, you won’t be the victim of needless suffering.

DON'T MAKE ASSUMPTIONS

Find the courage to ask questions and to express what you really want. Communicate with others as clearly as you can to avoid misunderstandings, sadness and drama. With just this one agreement, you can completely transform you life.

ALWAYS DO YOUR BEST

Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick. Under any circumstances, simply do your best, and you will avoid self-judgment and regret.
Thank you for participating in the Ethics Program today!

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We can be reached by phone or through our web site:
1-800-682-1240 or www.CTAT-Training.com

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