Ethical Skills for Your Career

The Business Ethics FIELD GUIDE
The Essential Companion to Leading Your Career and Your Organization to Greatness
A story about leadership
DANGER MINES!
Careful minefields laid on both sides of the Avoid path, crossing fences. Be sure to use marked routes only.

החרלים יבויתים ממוקדים משני צידי הפסים הירוקים. ביטחון חיצוני.
What are the ethical dangers you face that threaten your purpose?
Your career is like a trek through a wilderness.
Learning About Skills
What are you skilled at?
Skills take practice.
Ethics is not just about good character.
Learning About
Dilemmas
Should I steal?

(Not a dilemma)

Should I steal to feed my family?

(a dilemma)
A dilemma is values in conflict.
N. dilemma | diˈlemə, dīˈlemə |
from Greek dilēmma meaning di- ‘twice’ + lēmma ‘premise’
Ethics is a SKILL
Tool: Mastering Values
List 3 values that matter to you again and again:

__________________  __________________  __________________

__________________  __________________  __________________

__________________  __________________  __________________
Was that hard?
Why or why not?
List 3 values that matter to you again and again

_________    _________    _________
_________    _________    _________
_________    _________    _________

Determine the 3 that are the most important to you
Think Back: What is the **story** of how these became important to you?

<table>
<thead>
<tr>
<th>Key Values</th>
<th>experiences, books, people etc...</th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ]</td>
<td></td>
</tr>
<tr>
<td>[ ]</td>
<td></td>
</tr>
<tr>
<td>[ ]</td>
<td></td>
</tr>
</tbody>
</table>
Discussion:

How have your values *shaped* your *life*?

Can you think of a time when you used values to make a *hard decision*?
What to Do When Values Conflict
A dilemma is values in conflict.

N. dilemma | diˈlema, dīˈlema | from Greek dilēmma meaning di- ‘twice’ + lēmma ‘premise’
Conflicting Values Chart

1. List the values **in conflict**

<table>
<thead>
<tr>
<th>Option 1</th>
<th>Option 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conflicting Value</td>
<td>Conflicting Value</td>
</tr>
<tr>
<td>Conflicting Value</td>
<td>Conflicting Value</td>
</tr>
<tr>
<td>Conflicting Value</td>
<td>Conflicting Value</td>
</tr>
</tbody>
</table>

2. Identify the **most important** values
About our book

• Based on a five-year research project involving hundreds of real dilemmas and dozens of different industries

• Recommends questions to ask, pitfalls to avoid, strategies to prepare, and all kinds of other practical advice
The 13 Most Common Dilemmas

1. Someone in power is asking you to do something unethical.
2. You made a promise that is now hard to keep.
3. Something is going wrong and you can intervene.
4. You have a conflict of interests.
5. You have a suspicion without enough evidence.
6. You can get a fair outcome by playing dirty.
7. Skirting the rules achieves some good.
8. Misrepresenting the truth helps.
9. Someone deserving your loyalty now needs your help.
10. Personal values conflict with your job.
11. You have an unfair advantage.
12. You made a mistake that’s costly to fix.
13. Someone comes to you seeking mercy.
leadership

Ethics is a SKILL
What do you broadcast?

Stories come from what you do. What you do reflects your skills.

What stories do they know about you?