Welcome

Ethics in Local Government

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Activity

• Take 15 Minutes and try to find as many “Ethics” Violations or issues in the paper

• Which table can find the most?

• Report Out
Ethical Decision Making and Values

American public rates the honesty, integrity, concern for moral values by American business executives as **abysmal**
A majority of the public...

Think executives are......

• Dishonest

• Overly profit-oriented

• Willing to step on other people to get what they want
In a study of 3,000 managers in the United States (Harris & Sutton, 1995)

- It was reported that most managers felt they were under pressure to compromise personal standards to meet company goals.

- Most individuals in the study encountered someone else violating ethical standards.

- In a majority of cases nothing was reported.
In a survey of federal employees, they were asked if they had observed any of the following activities in the last year:

More than 50% said yes to:

• Stealing funds
• Stealing property
• Accepting bribes
• Sexual harassment
• Ineligible people receiving funds

More than two thirds did not report what they saw

• Deficient services or good
• Use of position for persona benefit
• Taking unfair advantage of a contractor
• Serious violation of the law
(15 Minutes/Report Out)
Discussion Questions:
• What are the 5 most important roles in your life?
• What are your core values/guiding principals?
• What do people I work with say about me?
  • How will I want to be remembered?
• One question that I would like to have answered about ethics by the end of the session?
Do you work every day to do those things you want to be remembered by?
DVD – 5 mins

• Ethics
Ethics Exercise

(15 Minutes)

Complete the following exercise @ your table:

What is your definition of Ethics?
Ethics Defined

Principles that define behavior as right, good and proper

Terms “ethics” and “values” are not interchangeable

Importance of Universal Ethics
Change in ethics over the generations?

- Technology
- Entertainment
- Movies
- Politics
- TV
- Families
Six Pillars of Character

1. Trustworthiness
2. Respect
3. Responsibility
4. Fairness
5. Caring
6. Citizenship
1. Public interest
2. Objective Judgment
3. Accountability
4. Democratic Leadership
5. Respectability
Ethical Style Activity

What’s your ethical style?

(15 Minutes)

Complete the activity and discuss at your table.
Rule of Law: basis of rules and principles

Utilitarian: probable consequences to organization and public

Loyalist: benefit to the organization

Prudent: consequences to oneself
Ethical Style

Virtuous: reflection on one’s character

Intuitive: decisions on “conscience”

Empathetic: one’s feelings, sympathy, compassion

Selective: whoever wins or survives

Rules of God: teaching of one’s faith
Ethical Map Activity

(30 minutes - Write for 15 mins/Discuss for 15 mins)

• Are there some real life scenarios you have experienced in this or any other organization?

• Using the Ethical Map as a guide

• Describe/write out each stage in the flow chart

• Discuss at your table
Core Principles of Decision Making

Take Choices Seriously

Recognize Important Decisions

Good Decisions are Ethical and Effective

Know What to Do and When to Do It

Recognize What is at Stake
“What’s the Right Thing To Do?”
(10-15 Minutes)

Each table assigned a number

Complete activities in groups and discuss

Report Out
Seven Steps for Decision Making

- Stop and Think
- Clarify Goals
- Determine Facts
- Develop Options
- Consider Consequences
- Choose
- Monitor and Modify
Rationalization Distracters

I’m Just Fighting Fire with Fire
It Doesn’t Hurt Anyone
Everyone’s Doing It
It’s OK if I Don’t Gain Personally
I’ve Got it Coming
I Can Still Be Objective
PROTECTING THE PUBLIC TRUST

AVOID wrongdoing

AVOID conflicts of interest

AVOID violating propriety

AVOID appearance of wrongdoing

DISCLOSE POTENTIAL CONFLICT

CONSIDER SELF-DISQUALIFICATION
Activity: (15 Minutes)

What are the six items that you find most important in motivating you to remain aware of ethical issues for you and your organization?
Share answers
DVD

- Ethics for Everyone
Review

- Summary
- Questions
- Evaluations