

**IPMA-HR**  
**2008 Southern Region Conference**

*Creating an Ethical Workplace in a Changing World*

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**IPMA-HR**  
**2008 Southern Region Conference**  
**“Creating an Ethical Workplace in a**  
**Changing World”**

**AGENDA**

**INTRODUCITONS**

**CHANGING WORLD; CHANGING ETHICS?**

**2008 ERC National Government Ethics**

**Summary**

**Ethical Principles**

**SOURCE OF ETHICAL BELIEFS**

**Belief Cone**

**Accountability Ladder**

**EXERCISE #1**

**THE ETHICS MODEL**

**SCENARIOS & PANEL DEBRIEF**

**A FINAL WORD**

# Definitions

**Ethics** is the subfield of philosophy that studies the morality of human conduct, that is considered right or wrong, good or bad

**Morality** refers to that part of human behavior that can be evaluated in terms of right or wrong.

**Ethical Issues** are topics that raise questions of right and wrong. Examples include stealing, cheating, lying and driving drunk.

# Standards of Behavior

A standard is an accepted level of behavior to which people are expected to conform. There are levels of behavior:

**Low**

Minimum Standard

**Middle**

Average Standard

**High**

Standard of  
Excellence

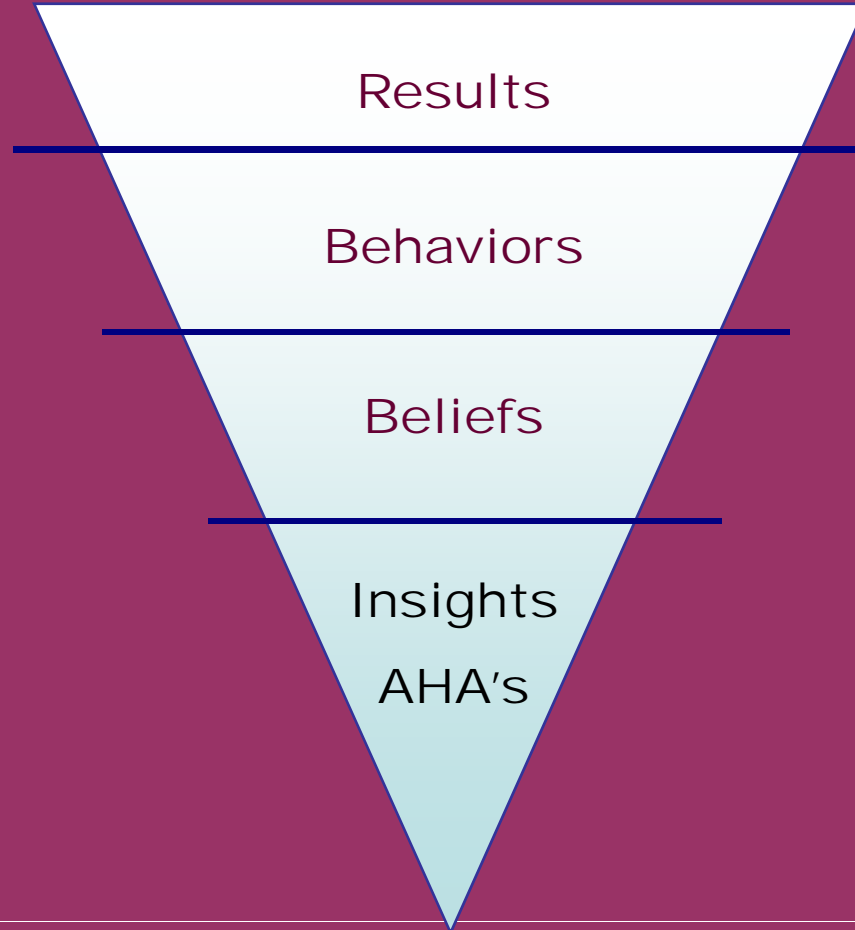
# Universal Ethical Principles

## People Should:

- Respect the rights of others.
- Keep their promises.
- Be honest.
- Take responsibility for their actions.

- Act in the best interest of others.
- Help others in need when possible.
- Be fair.
- ???
- ???

# Beliefs Cone



# Levels of Accountability



# ERC NATIONAL GOVERNMENT ETHICS SURVEY

## 2008 Local Governments Survey

**An alarming number of local government employees see misconduct at work.**

**63% observed at least one type of misconduct over the past 12 months.** *(Higher than all other kinds of government & both publicly traded & privately held businesses.)*

**3 types of misconduct observed most frequently are:**

- Abusive behavior (26%)
- Putting one's own interest ahead of the organization (26%)
- Internet abuse (23%)

# ERC NATIONAL GOVERNMENT ETHICS SURVEY 2008 Local Governments Survey

Top management is not likely to be aware of the problem.

Only 3% reported  
using  
whistleblower  
hotlines

>25% of local  
government  
employees work  
in environments  
conducive to  
misconduct

1/3 of local  
government  
employees who  
observed  
misconduct did  
NOT report it

# THE ETHICS MODEL

- **Evaluate the problem**
  - Gather all the details & complexities
  - Analyze the information
  - Identify the central ethical question
  - Pose the central ethical decision as “What should \_\_\_\_\_ Do?”
- **Think through the options**
- **Highlight the stakeholders**
- **Identify & apply relevant ethical principles**
- **Choose the wisest options**
- **State your justification**

*Mary Dawn Pyle  
Professor*

*St.Petersburg College of Applied Ethics Program*

**What Would YOU Do?**

# Accountability & Results Matrix

	Beliefs	Behaviors	Results
Get On With It			
Find Solutions			
Own It			
Acknowledge Reality			
Wait & Hope			
"I Can't" Excuses			
Blame Others			
Unaware/Unconscious			