

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the slide, framing the central white area where the text is placed.

# Inspire Integrity Ethics in Government

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The Ethics in Government Act of 1978 is a United States federal law that was passed in the wake of the Nixon Watergate scandal.

- ▶ The law's intent was to fight corruption in government
- ▶ The law created mandatory public disclosure of financial & employment history of public officials (and immediate families)
- ▶ It created restrictions on lobbying efforts by public officials
- ▶ It created the US Office of Government Ethics

# Principles of Ethical Conduct

- ▶ To ensure that every citizen can have complete confidence in the integrity of their government and that each government employee shall respect and adhere to the fundamental principles of ethical service

# Let's break that down

- ▶ **Public Service is Public Trust**, above all else
- ▶ Employees shall put forth honest effort in the performance of their duties
- ▶ Employees shall not use public office for private gain
- ▶ Employees shall act impartially and not give preferential treatment
- ▶ Employees shall disclose waste, fraud, abuse, and corruption
- ▶ Employees shall adhere to all laws and regulations

# Integrity

Act with honesty in all situations

# Trust

Build trust in all stakeholder relationships

# Accountability

Accept responsibility for all decisions

# Transparency

Maintain open and truthful  
communications

# Fairness

Engage in fair competition and  
create equitable and just  
relationships

# Respect


Honor the rights, freedoms, views  
and property of others

# Rule of Law

Comply with the spirit and intent  
of laws and regulations

# Viability

Create long-term value for all relevant stakeholders

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- ▶ You must buy into and strongly pursue the idea that being a good person matters
  - ▶ Only then, will ethics instruction/education have any effect

- ▶ People of high moral character act with high ethical standards
- ▶ They abide by a sense of duty
- ▶ They do things the right way because that is what they are supposed to do;
- ▶ not because they want people to think they are honest, courageous and kind

- ▶ People of character do the right thing even if no one else does
- ▶ Not because they think it will change the world, but because they refuse to be changed by the world

Michael Josephson

- ▶ Good character is more to be praised than outstanding talent
- ▶ Most talents are to some extent a gift
- ▶ Good character, by contrast, is not given to us
- ▶ We have to build it piece by piece; by thought, choice courage and determination

John Luther

So how does someone become a good ethical person?

Let's build a framework where people can build their ethical decision making skills

# Ethical frameworks fall into five broad categories

- ▶ The Utilitarian Approach \*
- ▶ The Rights Approach \*
- ▶ The Fairness / Justice Approach
- ▶ The Common Good Approach
- ▶ The Virtue Approach \*

# Utilitarian Approach

A moral action that produces the greatest good for the greatest number of people

# Utilitarian Approach Characteristics

The consequences matter most when deciding

The means used to obtain the desired end are far less relevant

What matters is that good things happen in the end

As an example: It would not matter whether someone rescues a drowning person to save that person or to steal his wallet. A life was saved and that is what matters most.

A decision-maker must place everyone on an equal playing field when making these decisions.

# Utilitarian Decision Making Process

- ▶ The decision maker must identify the various courses of action that you could perform when faced with an ethical dilemma
- ▶ You must consider all of the foreseeable benefits and harms that would result from choosing each course of action
- ▶ You must choose the course of action that provides the greatest benefits to the greatest number of people (after all the benefits and costs have been considered)

# Utilitarian Challenges

- ▶ The consequences of an action are not always clear
- ▶ Seeking the greatest good for greatest number of people, often times leaves out an entire segment of our population
- ▶ It ignores the means to an end as morally irrelevant
- ▶ Evaluating the greatest good for the greatest number of people is a time consuming process. Many moral decisions require a much faster answer.

Do your duty in all things

You cannot do more

You should never wish to do less

Robert E. Lee

# Rights Approach

The idea that human beings deserve  
dignity

# Rights Approach Characteristics

- ▶ Analyzes the “why” of an action (means) as opposed to the results (ends)
- ▶ Acts out of a sense of duty, is the *right* thing
- ▶ Tremendous amount of good, never justifies immoral means

# Rights Approach Challenges

- ▶ It yields only absolutes. This does not resemble the real world where the toughest ethical dilemmas involve gray areas.
- ▶ There is no clear answer on what to do when duties conflict
- ▶ Values and thoughts about morality change drastically over time

# The Virtue Approach

Acquired character traits, that make society better and are universally admired and considered morale.

Virtues can be learned by practice and by association.

# The Virtue Approach

We do not act rightly because we have virtue or excellence, but rather have those because we have acted rightly.

We are what we repeatedly do.

Excellence, then, is not an act but a habit.

Aristotle

# Breakout Exercises

- ▶ A big emphasis of behavioral ethics is on this simple question: Why do good people do bad things?
- ▶ Behavioral ethics is the science of moral decision making, which explores why and how people make the ethical (and unethical) decisions that they do.

# Obedience to Authority

The tendency we have to please those in charge,  
like elected officials, supervisors or coaches

# Obedience to Authority

Assume that your supervisor asked you to “fudge” the numbers in a report for “presentation purposes”.

Would you be more likely to cross a line if your supervisor urged you to do it?

Why or why not? If the answer is “yes”, then that is *Obedience to Authority* in action.

# The Conformity Bias

The tendency we have to take our cues for proper behavior in most social contexts from the actions of others, such as co-workers, friends or teammates

# The Conformity Bias

Studies show that people are more likely to litter in an area where others have littered.

As you drive down the highway, are you more likely to speed if other drivers around you are speeding.

Why or why not? If so, that's *Conformity Bias* in action.

# The Self-Serving Bias

The tendency we have to gather information, process information and even remember information in a manner that advances our self-interest

# The Self-Serving Bias

Assume that you are competing in a hotly-contested game and a referee has to make a call on a close play.

Are you more likely to protest if the close call went against your team?

Why or why not? If so this is the *Self-Serving Bias* in action.

# The Overconfidence Bias

The tendency we often have to be overconfident regarding our own abilities, including in the area of moral decision making

# The Overconfidence Bias

Assume you submitted a project to your supervisor without double checking your work.

Is that considered a misstep?

Why or why not? If so, this is the *Overconfidence Bias* in action.

# Framing

The tendency we have to be overly influenced by things that are in our frame of reference when we make moral decisions, but insufficiently influenced by factors that we have omitted (maybe unintentionally) from our frame of reference.

# Framing

In the previous example (submitting work without review), did you make a decision to turn in the project without reviewing because a deadline was the only thing in your frame of reference at the time?

If so, *Framing* may have played a role.

# Incrementalism: The Slippery Slope

The frequent failure we have to notice that ethical standards are being eroded, a little bit at a time.

# Incrementalism: The Slippery Slope

Sometimes people cut a small ethical corner and nothing bad happens. Continuing to cut the corner can become the “new normal”.

Assume your agency has a meal allowance maximum for employee travel and you exceeded it by 50 cents, then a \$1, then \$5.

Can you see yourself doing this? Why or Why not? If not, can you see others doing it. If so, that's *Incrementalism* in action.

# Role Morality

The tendency we have to use different ethical standards as we play different roles in life and society.

# Role Morality

Sometimes people fail to live up to their own ethical standards because they feel that they are playing a certain role that excuses them from those standards.

One might have a personal principle against killing another human being, but once they've enlisted in the military, it now seems okay to kill enemy soldiers.

That is *Role Morality* in action.

# Loss Aversion

The tendency we have to prefer avoiding losses to gaining rewards.

People tend to hate losses more than they enjoy gains. They may take risks, sometimes including taking illegal actions, to avoid losses.

# Loss Aversion

Many high schools cannot afford to pay umpires to make calls in tennis matches. The players make the calls as to whether the ball is hit inside or outside the line.

If you are in an undefeated season and need one more win for the state championship, is there a temptation for you to miscall an opponent's shot at a crucial point in the match?

Why or why not? If this happens, it's *Loss Aversion* in action.

# Tangible & Abstract

This occurs when we are more concerned with the impact our actions will have right now on others nearby, than we are about the impact our actions will have on others sometime in the future or others that are far away.

# Tangible & Abstract

Your organization is downsizing and you have been asked to cut one position in your department.

You have an individual that has been with your team for four years and does adequate work.

You also have a new team member that you have yet to fully evaluate.

Will you find it easier to cut the new team member? If so, that could be the *Tangible & Abstract* at work.

## Key takeaways from Corey Ciocchetti's presentation on Inspire Integrity

- ▶ Morality never gets better, unless the people at the top want it to change
- ▶ Believe that being a good person matters. That's Ethics!
- ▶ You can never get enough of what you do not need, to make you happy
- ▶ Don't let what others think, define you
- ▶ Be a leader you would follow
- ▶ Do you genuinely wake up happy (70% don't)

## Key takeaways from Corey Ciocchetti's presentation on Inspire Integrity

- ▶ We are not content because we are too busy
- ▶ Beware of the bareness of a really busy life
- ▶ Create a small group of REALLY good friends. People that run in and not run out. Plug into those relationships.
- ▶ Be content, be good
- ▶ Integrity: Are you the same on the outside as the inside
- ▶ The point is to flourish by being good

## Key takeaways from Corey Ciocchetti's presentation on Inspire Integrity

- ▶ Bullies & mean people are not happy
- ▶ Priorities: What you wish you could do
- ▶ Prioritize: What you actually do
- ▶ Don't put your job ahead of your family
- ▶ Be good at 6 things, it's okay to *suck* at the rest
- ▶ Legacy: Would my life be worth something
- ▶ AND Live your life this way