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**EVERY CHOICE HAS A
CONSEQUENCE**

CHUCK GALLAGHER

ethics resource group

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**EVERY CHOICE HAS A
CONSEQUENCE**

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How many of
you would
voluntarily
make an
unethical choice?



Question 1:

10

**How many of
you think
voluntarily
breaking the
law is unethical?**



Question 2:

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**How many of
you have driven
on an Interstate
Highway over the
past two weeks?**



Question 3:

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How many of
you have
exceeded the
speed limit when
driving on the
Interstate by at
least 5-10 mph?



Question 4:

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It's Easy to make
Unethical Choices
when they seem socially
acceptable.

The word "unethical" is written in a large, bold, sans-serif font. The "un" part is in a lighter grey color, while "ethical" is in black. A black eraser, attached to a pencil, is shown in the process of erasing the "un" portion of the word. Shavings of the grey material are visible around the eraser's tip.

unethical

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		SUBJECTIVE	OBJECTIVE
INDIVIDUAL	INTENTIONS:	Values Attitudes Commitment Responsibility Experience Mood	BEHAVIOR: Plans Actions Observations Facts Performance
	CULTURE:	Shared Values Ethics Morals Myths & Legends Justice Fairness Covenants	SYSTEMS: Organizational Structures Work Processes Policies & Procedures Economics Contracts

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What Do These People Have in Common?



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What Do These People Have in Common?



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Three Primary Reasons People have Ethical Lapses

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Three primary reasons people have ethical lapses



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Three primary reasons people have ethical lapses



HEALTH ISSUES

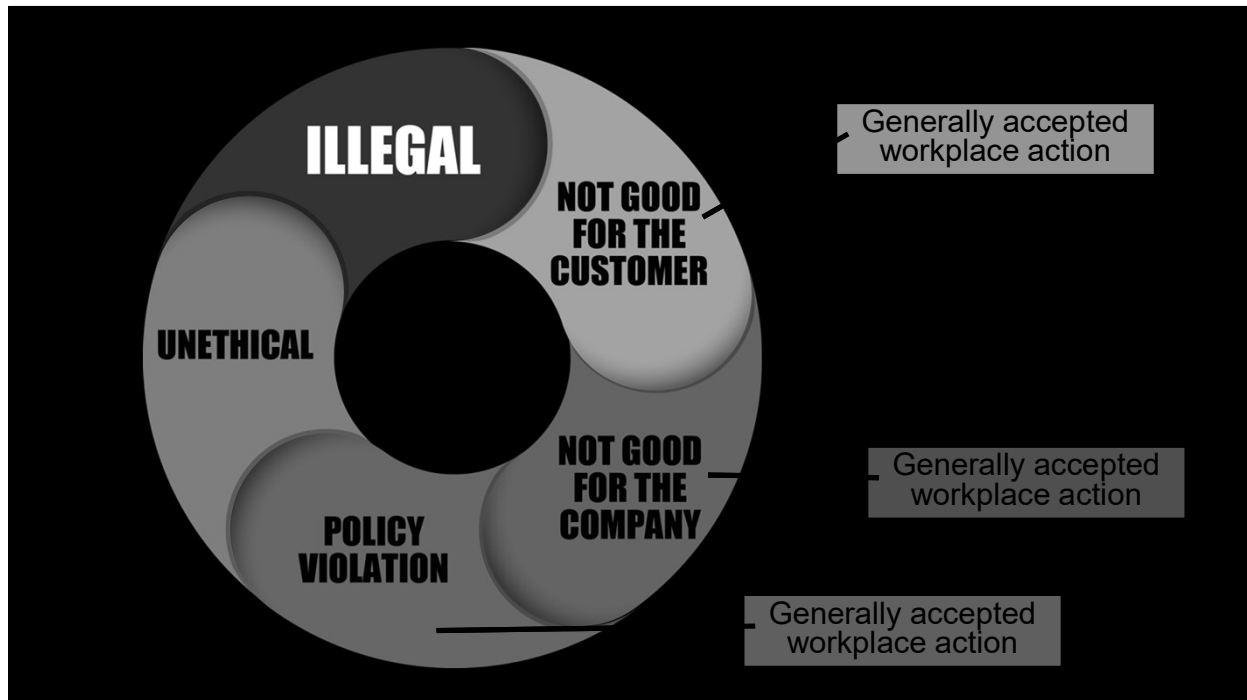
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**WHAT DID YOU
KNOW?**

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**WHEN DID YOU
KNOW IT?**

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**WHAT DID YOU
DO ABOUT IT?**

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QUESTIONS

Do You have a Written Policy?

How is the Policy Communicated to Employees?

If You polled Employees would they say that the Policy is enforced?

Has there been any enforcement of the Policy?

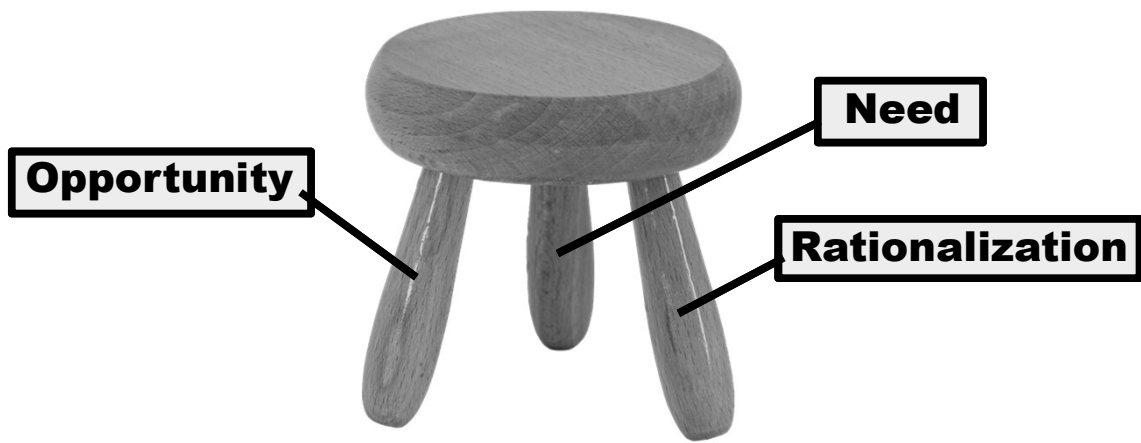
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What causes an otherwise "honest" person to do dishonest things?

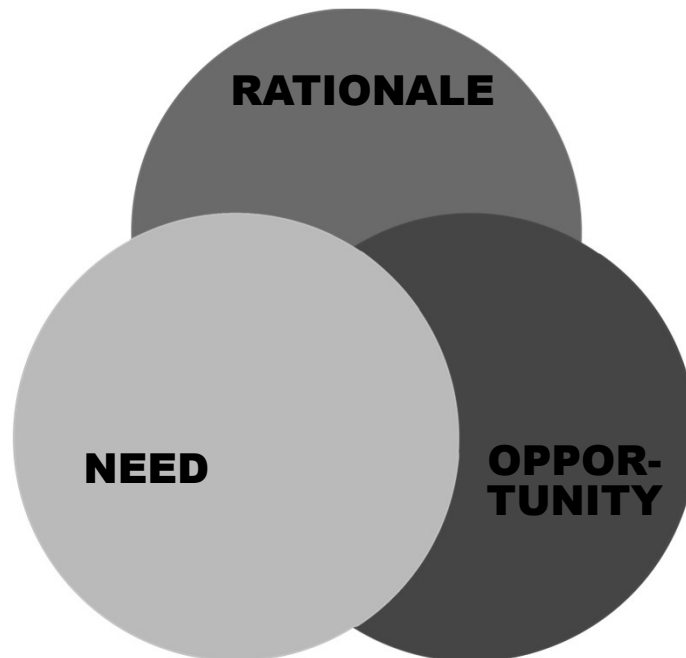


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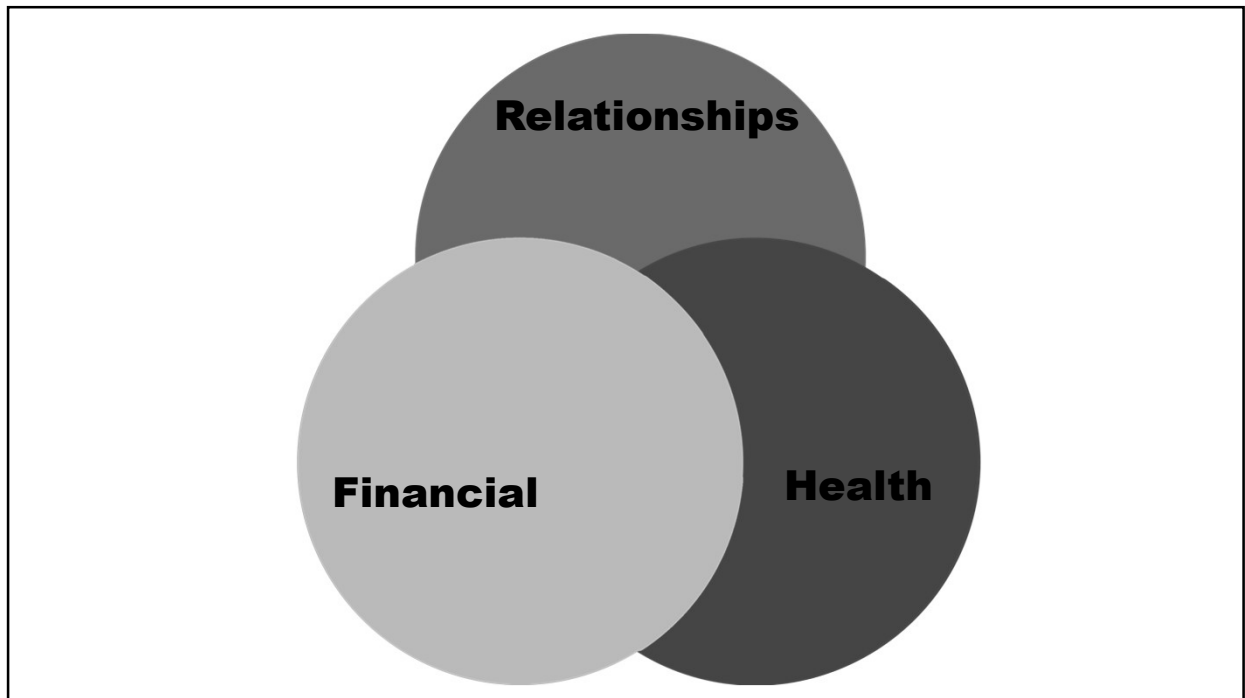
The three components of ethical lapses:



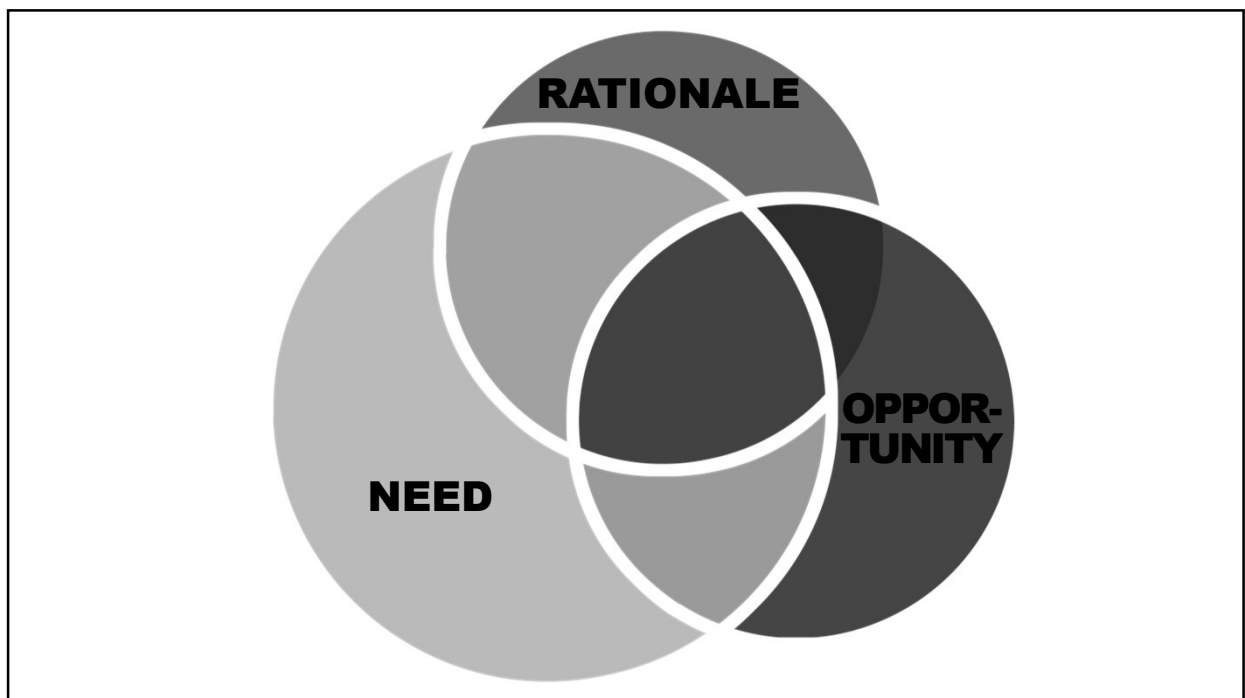
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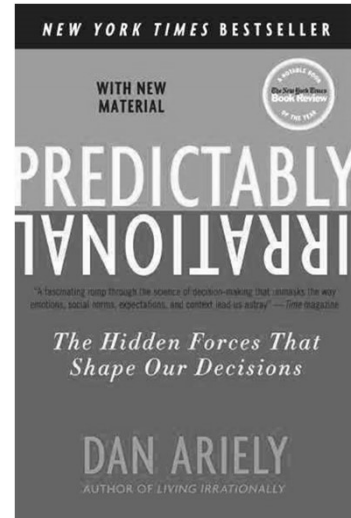
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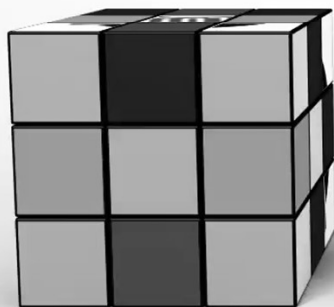
Training Rationalizations

People cheat when they have a chance to (lesson: remove opportunity), but when the issue of honesty and rationalization is openly discussed people dramatically reduce or stop cheating (lesson: Expand Ethics training beyond just the HR and Compliance requirements)



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When Life gets out of balance...



**we search
for a quick
solution.**

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Attention Areas

- **Social Acceptability**
- **Blind Spots**
- **Emotional Trigger Points**
- **Slippery Slope**
- **Three Components of Ethics Lapse**



**Ethical
Leadership**

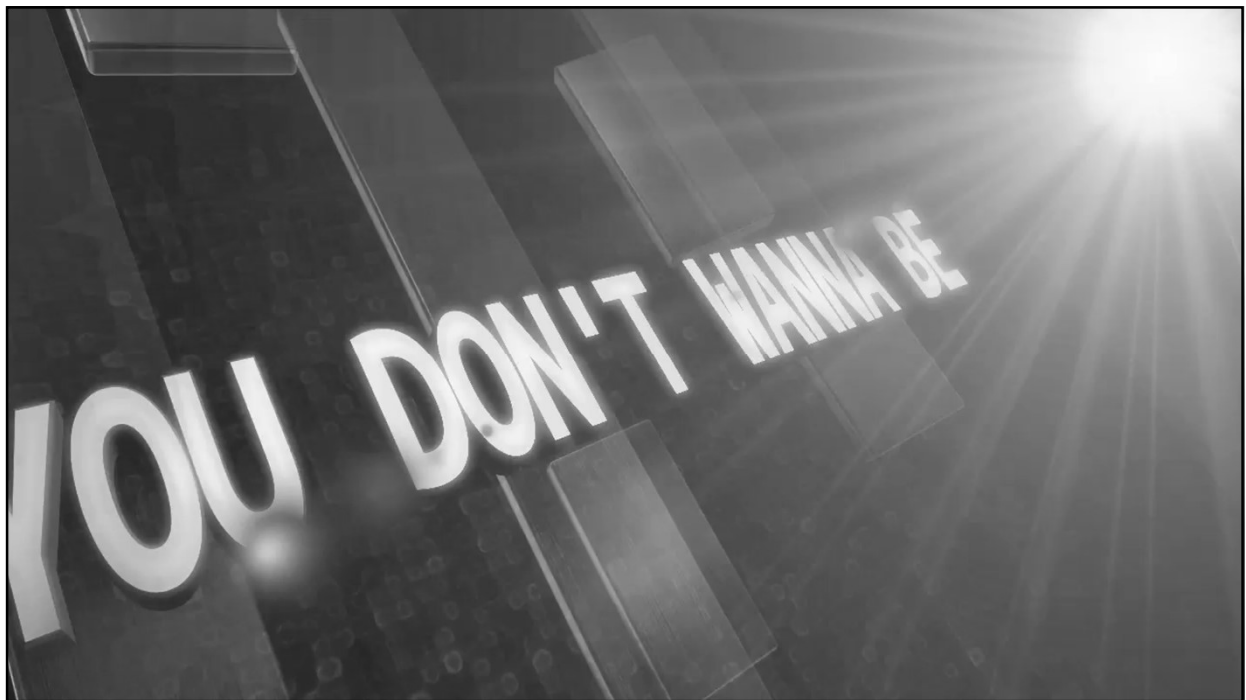
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Or find yourself facing the

JUDGE

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US sentencing guidelines state:

**You cannot be held
criminally liable for
an unethical/illegal
action of an
employee if you have
provided employees
comprehensive
ethical training.**


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Questions?



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