



Modern Day Virtues & Vices

New challenges to workplace ethics.

Managing Values 2009©

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Ethics are learnt in the practice.
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Rise of Amoral Managers & Entitlement ethos creep

Intentionally Amoral Managers:

- Success becomes priority value
- End justifies means
- Law obstacle to go around
- Business and ethics exist in separate spheres & should not mix

Unintentionally Amoral Managers:

- Well-intentioned, but morally casual or unaware
- Ethical perspective not canvassed
- Business seen as ethically neutral - don't canvass the ethical dimension of decision making/actions (**safety, equity, justice**)
- Results priority

21 Century Social Backdrop

1. Increasing secular society shaped by a global culture based on consumerism
2. Emergence generation of digital natives spawning new social, economic and political world orders
3. Emergence NGO's manifestation civil society's backlash to breach of trust & leadership failures all major institutions - business, government, church, education
4. Dominance supranational corporations usurping job security, threatening global commons & dwarfing governments in influence & only true global citizens; by portfolio career track
5. Emergence new values priority – people, planet, purpose, sustainability & intergenerational ethics

A surrealist painting depicting a tiny human figure walking a tightrope. The tightrope is stretched between two enormous, realistic-looking thumbs that appear to be holding it. The background is a vast, flat, yellowish landscape under a pale blue sky. The overall mood is one of precariousness and balance.

**Workplace Ethics –
In the Breach or in the Practice?**

Where are we starting from?

- Today's youth don't value **loyalty** Agree/Disagree
- They take little **pride** in their work Agree/Disagree
- They 're **impatient** and want everything yesterday Agree/Disagree
- They **care** more for their friends than their careers Agree/Disagree
- New generations operate from a sense of **entitlement** – Agree/Disagree
- They put their **personal** needs before work needs Agree/Disagree
- They are not like us; they need to **change** Agree/Disagree

2000 REPORT CARD ON ETHICS AMERICAN YOUTH

- **Cheating** in exams was admitted by 79% all high school students
- **Lying** to parents admitted by 92%; 78% to a teacher & 1 in 4 said would lie to get a job
- **Stealing** 40% males & 30% females shoplifted previous 12 months
- **Drunk** at school 1 in 6 say they have been drunk in school past year
- **Violence** 68% hit someone out of anger past year
- **Fear** more than 1 in 3 students in all age groups say they don't feel safe at school

Virtues & Vices?

SELF DIRECTION

COMMUNITY & COLLABORATION

MODERATION / BALANCE

INNOVATION/CREATIVITY

TOLERANCE

AUTHENTICITY/DIGNITY

SELFWORTH

UNAPPRECIATIVE

UNCOMPETITIVE/AMBITIOUS

SELF INDULGENCE

Egocentric/ narcissism

APATHY/ NONACCOUNTABILITY

ENTITLEMENT

EGOISM

Ethics in the practice

1. What does it mean to be an ethical organisation?
2. What is the ethical strategy that ensures the human impact of the organisation is canvassed in day to day decisions?
3. How is the ethical tone modelled from the top?

Personal Virtue Checklist

- Did I practice any virtues today?
- Did I do more good than harm?
- Did I treat others with dignity & respect?
- Was I fair and just?
- Is the organisation/community better because I am in it?