Overview

Recognizing Ethical Dilemmas

Duration

- 20 – 30 Minutes

Introduction

In this lesson, we will learn to identify and avoid situations where ethical issues commonly arise in the workplace. An article from the reputable HR organization, SHRM will help us look at the signs of situations that increase the likeliness of unethical acts being committed. We will also investigate the three different components needed to provide the right conditions for an ethical dilemma and what you can do to limit those conditions.

Learning Objectives

1. Identify situations where ethical dilemmas are likely to arise.
2. Develop tools and strategies for clearly identifying ethical boundaries before they are crossed.
3. Identify ways leadership can create an environment that promotes ethical decision-making.

Essential Questions

1. Why is simply providing an ethics policy for employees not enough to build an ethical culture?
2. What role does emotional stress play in ethical decision-making?
3. What 3 things need to be present for an ethical violation to occur?
4. What is the slippery slope and how can we work to flatten it?

Learn The Basics

Check out this article from SHRM that discusses why just having ethics policies doesn't build an ethical culture. Use your learning from this article to help answer the essential questions from the lesson.

- https://www.shrm.org/hr-today/news/hr-news/conference-today/pages/2018/ethics-policies-dont-build-ethical-cultures.aspx

Apply Your Learning

- We know you cannot simply avoid all ethical dilemmas, so we have provided a framework for working through ethical dilemmas when they arise.