

Ethics and You

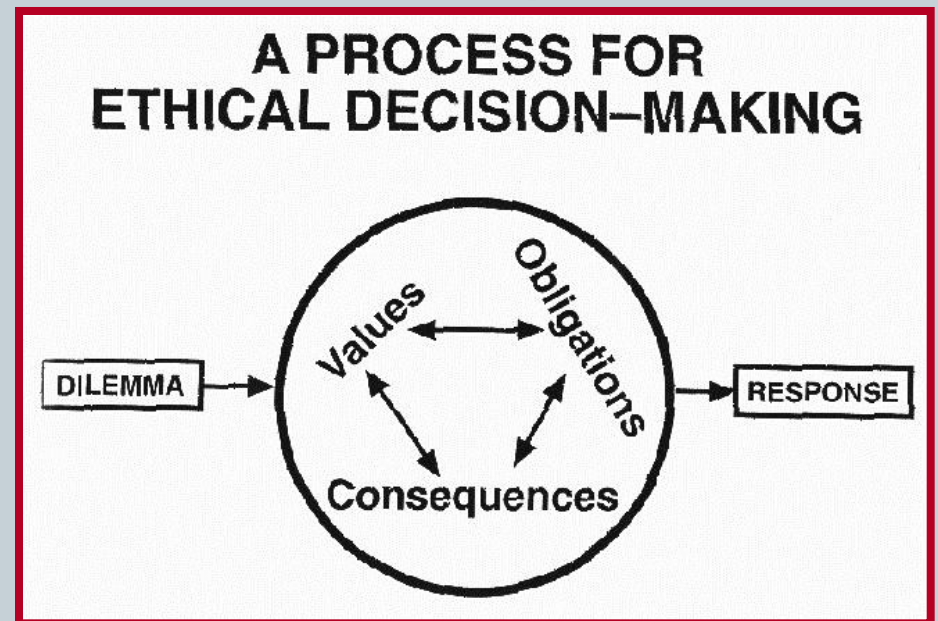


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Ethical Decision-Making

- Identify a dilemma
- Identify values
- Identify obligations
- Consider the consequences of your actions on others
- Identify possible responses
- Act
- Evaluate

Brockett-Hiemstra (2004) Model for Ethical Decision Making



Types of Ethical Dilemmas

Justice Vs. Mercy	Long-Term Vs. Short-Term
Truth Vs. Loyalty	Self Vs. Organization

Determining “Right vs. Right”



- How do you determine what is “right” when the requirements of an organization or even society must be weighed against the needs of each individual within that organization or society?
- Such questions or balancing will be very difficult at times and finding the right answers, right balance, and right tone may, in fact, be detrimental to one or more people despite our best intentions

Next Steps



- Determine which values are the most important for you and others (personal, community, society, etc.)
- Identify codes of ethics at the individual and/or organizational level (many exist within organization documentation or on the Web)
- Develop a process of dialogue about ethics that works for you
- Design needed educational changes, programs, or responses

More Steps



- Describe various ethical issues and concerns.
- List reasons to worry about ethical issues.
- Describe some ways ethical issues can surface:
 - ▶ Sins of omission
 - ▶ Meaning distortions
 - ▶ Planning improprieties
 - ▶ Others you can think of?

More Issues



- Avoid bias or unfair characterization of others.
- Be sensitive to age, ethnicity, gender, race, and other factors that can separate people.
- Show respect for and sensitivity to the feelings or beliefs of others.

Personal Code of Ethics



Consider developing a personal code of ethics to guide your planning efforts. It could be a written code you share with your colleagues or an informal statement you post at your work station.

See Brockett and Hiemstra (2004) for more information on creating a personal code of ethics.

Template



- Think of a situation that challenged your ethics, morals, values, and/or beliefs
- An incident that fostered your learning something fundamental about yourself as a person or as a professional
- Alternatively, this could be a situation in which you took action that caused you to be proud of what you did – or which you wish you did not do
- It could even be something on which you did not take an action but wish you had
- Finally, it could be a crisis affecting your life (current or past)

Template – Reflective Thinking



- Discuss the situation with trusted colleagues, friends, and advisors to gain more clarity
- Define the conflicts
- Develop an understanding of the consequences of your actions
- If in the past, discuss what you did
- If current, discuss what you are doing or would like to do

Develop Your Personal Code of Ethics



- Develop a personal code that will serve to steer future decisions regarding issues with ethical consequences for you and others
- A code of ethics can take many forms – it is a personal statement that fits you
- Revisit your code periodically to make appropriate changes as you gain new insights, experiences, and responsibilities – a personal code of ethics can be a dynamic statement that changes as you change and grow

Examples of Personal Codes of Ethics



- <http://roghiemstra.com/ethics3.html>
- <http://roghiemstra.com/edcode.html>
- <http://roghiemstra.com/susanf.html>
- <http://roghiemstra.com/jillh.html>

Reference



Brockett, R. G., & Hiemstra, R. (2004). *Toward ethical practice*. Malabar, FL: Krieger Publishing Company