

10 Ethical Lessons for Leaders



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LESSON 1: BE AWARE

MN DEED RESEARCH STUDY

- In Minnesota the general workforce is lacking in basic work ethic/personal responsibility and the trend for new people entering the workforce is getting much worse!
- Employers want people with high standards of work ethic! Be aware of the trend!

LESSON 2:

WORK ETHIC IS A CHOICE

- Your personal work ethic can greatly improve your chances of retaining your job, getting raises and getting promoted
- Employers will train people on job skills but, have little tolerance for poor work ethic- new hire screening tests are being developed!

LESSON 3: DEFINE IT

WHAT DOES “WORK ETHIC” MEAN TO YOU?

- Give some examples of poor work ethic in the workplace and outside of the workplace.
- Give some examples of excellent work ethic in the workplace and outside of the workplace.

LESSON 4:

Unethical behavior leads to illegal behavior... in many cases!



LESSON 5: EXPECTATIONS

**AS A LEADER,
WHAT WOULD YOU EXPECT FROM
YOUR EMPLOYEES IN REGARD TO
WORK ETHIC?**

Make a list

**THE EXPECTED CONDUCT THAT
PROFESSIONALS ARE TO FOLLOW**



LESSON 6: KNOW AND BE ABLE TO EXPLAIN COMMON WORK ETHIC TOPICS

1. Attendance- at work every day/shifts
2. Being on time-for work, to meetings for internal and external customers
3. Meeting deadlines for internal and external customers/projects
4. Honesty and trust in the workplace- stealing
5. Paperwork and forms- applications/medical

6. Personal electronics use- cell phones

7. Company computer use

8. Proper use and maintenance of company tools and equipment- “rental mentality”

9. Personal appearance

10. Work space and work area...safety...alternate shifts, vacation

11. Attitude

12. Behavior on lunch and breaks

13. Following written and oral instructions

14. Paying attention

15. Asking questions

16. Team work

17. Maintaining production rates/work quality- work slow downs

18. Quality improvement ideas

19. Cost saving ideas

20. Attention to detail and neatness

21. Unsafe work condition awareness, see something-do something mentality

22. Asking questions when in doubt

23. E-mail, texting etiquette- Huge!!!

24. Behavior outside of work

25. “Digital Citizenship”, social media, Facebook, Twitter, etc.

26. Improper language/spoken or written

LESSON 7:

CULTIVATE ETHICAL BEHAVIOR

- As a leader, how could you insure a culture of high work ethic was followed and maintained?

Benefits of Managing Ethics in the Workplace

IDEAS FOR CULTIVATING HIGH WORK ETHIC

Make it a part of annual reviews

Make it part of annual goals

Tie it to pay, attendance bonuses, etc.

Publicly posted charts, like safety posters 100 days without an ethics violation?

Make work ethic a part of the culture, Peer Pressure

Be a role model

IDEAS FOR CULTIVATING HIGH WORK ETHIC

The one-on-one talk with supervisor, HR, team lead



LESSON 8:

TRAIN NEW HIRES

- How can you introduce new hires to excellent work ethic culture?



NEW HIRES

Employment screening test, 10-25 questions

Lay of the land speech and expectations

Choice to opt out?

LESSON 9: KNOW THE SUPERVISOR SUBORDINATE DYNAMIC TRAPS! HEALTHSOUTH CASE STUDY

- How a Supervisor-Subordinate team dynamic can lead to unethical behavior



HEALTHSOUTH YOUTUBE CLIP

- CFO Aaron Beam part 2

RICHARD SCRUSHY PSYCHOLOGICAL TRAITS (UNETHICAL LEADER)

- Tested the subordinate early on to see if they have high ethics...Beam was tested by Scrushy the first day on the job
- Include the subordinate in the unethical acts/deals
- Provide rewards and the promise of future rewards if the unethical activities continue
- Build the ego/self-confidence of the subordinate, make them a “star”
- Huge ego and charismatic salesman/leader
- Aggressive, intimidating, uses fear as a control tool

SCRUSHY CONTINUED

- Also, uses guilt trip as psychological control tool
- Leader is greedy- always want more
- Leader usually has a great public image, appears highly honest and ethical to others

SUBORDINATE- PSYCHOLOGICAL TRAITS (AARON BEAM)

- Weak minded in that they will sacrifice their personal ethics to please their leader- will not challenge their leader
- Lack self-confidence and can be “played” or built up by the leader
- Susceptible to becoming egomaniac, because they are internally envious of others with power that they themselves lack
- Will join in the unethical behavior if they can personally benefit from it
- Susceptible to guilt control

SUBORDINATE PSYCHOLOGICAL TRAITS

- Rationalizes unethical behavior to make it “seem ok” I needed that
- Feels “smart” and immune to getting caught
- Wants to make others happy at their own expense, people pleaser

WHEN THINGS GO WRONG?

- Leader immediately denies any knowledge of anything illegal or unethical- I had no knowledge of this!
- Blames subordinate, points to their shady character, ethics, weaknesses, judgment, decision making, etc.
- Leader says subordinate is smart and knew what they were doing and acted on their own
- Leader says subordinate is greedy and that was their motive
- Leader proclaims subordinate is a liar

LESSON 10:

FOLLOW AARON BEAM'S ADVICE

- Do not engage in any unethical activities...



BONUS!

**“YOU WILL NEVER REGRET
CONDUCTING YOURSELF IN AN
ETHICAL MANNER!”**

“Dr. Mike” Monroe Kiefer

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