When Managers Pressure Employees to Behave Badly: Toward a Comprehensive Response

Liberty Mutual Presentation  Friday, July 17th, 2014

TheCaseSolutions.com

Listen – Learn – Discuss!

Speak up when you have questions or seem to want to say more.

We will be working with our partners to help you get wellness.

Open your mind, your ears, your eyes and have an opinion.

Morals vs Ethics

Morals Defined

In a specific situation, is it right or wrong to do something moral?

In a specific situation, is it right or wrong to do something ethical?

What do you sell...

in the insurance industry?

- Homeowners insurance
- Car insurance
- Commercial insurance
- Life insurance

Ethics

Honesty

- Do what is right, do not lie, do not steal, do not cheat.
- Do not take things for which you do not have permission.
- Do not interfere with others.

Respect

- Respect all other people, their belongings, their work, their family.
- Do not discriminate against others.
- Do not make others uncomfortable.

Accountability

- If you make a mistake, own it.
- If you make a mistake, take responsibility for it.
- If you make a mistake, learn from it.

Leadership

- Lead by example.
- Set the tone.
- Be a role model.

Ethics of an Ethical Leader

- Care about the people you work with.
- Be fair and impartial.
- Be honest.

Ethics

What is a leader’s behavior in an ethical workplace?

- Be role model.
- Be fair and impartial.
- Be honest.

Presented by Andrew Gaikin – Vice President

Paul Davis

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PAUL DAVIS

Honesty

- Do not take what is not yours.
- Do not lie.
- Do not steal.

Respect

- Do not discriminate.
- Do not interfere with others.
- Do not make others uncomfortable.

Accountability

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Ethics
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We will break at certain points but feel free to get up if needed!

Open your eyes, your ears, your mind and have an OPINION!
Ethics

Can anyone define Ethics for Me?

According to Dictionary.com Ethics is:

- A system of moral principles,
- the rules of conduct recognized in respect to a particular class of human actions or a particular group, culture, etc.
- moral principles, as of an individual.
Does Ethics = Morals?

- Are they the same?
- What do you think the differences are?
Morals vs Ethics

Morals Defined

According to Dictionary.com Morals are:

- Pertaining to, or concerned with the principles or rules of right conduct or the distinction between right and wrong: ethical
- Founded on the fundamental principles of right conduct rather than on legalities, enactment, or custom.
- Capable of conforming to the rules of right conduct

- Morals can vary based on culture, religion, and society.
- Best known moral code is the Ten Commandments.

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Ethics

Honesty

- Honesty - no relationship, personal or professional, can be successful if one or both parties are dishonest.
- Dishonesty can be fatal in business.