

*Leadership Development  
Series: Understanding  
Integrity and Civility*

Session One  
August 24, 2016



# *Objectives of the Webinar Series*

- How to discern the duties of integrity and civility
- How to balance multiple duties
- How to avoid ethical deflection by hidden self-interest
- How to manage public confrontation through the practice of integrity and civility
- How to take risks to fulfill the duties of integrity



# Question

Why is Integrity  
Important?



# Question

What is Your Definition  
of Integrity



# Integrity Definitions

- Keeping your moral compass on true north
  - prone to deflection
- To thine own self be true
  - individual not the center of moral universe
- Doing what your gut tells you
  - intuition and feelings not reliable foundation of decision-making
- Doing what you honestly believe
  - beliefs prone to boisterous assertion
- Golden Rule
  - prone to self-interested interpretation



INTEGRITY INTENSIVE

# “Right” and “Right”

- Integrity usually requires the balancing of competing duties, not a decision between right and wrong.



## Question

**What is a tough dilemma you've faced or are now facing?**



# Duty

- Fulfilling a reasonable expectation of another person or community of persons.





# Duty of Truthfulness

- The duty of truthfulness applies in any situation in which a person (or community of persons) has a reasonable expectation of truthfulness from another.



# Duty of Loyalty

- The duty of loyalty applies in any situation in which a person (or community of persons) has a reasonable expectation of loyalty from another.



# Duty of Community

- The duty of community is created from the reasonable expectation that all of us have of each other to preserve trust in our common institutions



# Question

Can You Name Other  
Duties?



# Discernment

- A deliberative process in which all applicable right things, or duties, are identified.



## Question

What is Your Definition  
of Civility?



# Duty of Civility

- Civility is the gesture we make to demonstrate our willingness to interact with others for mutual well being and the common good.



# Integrity Concept Review

- integrity as a “practice”
- duty = fulfillment of reasonable expectation
- Examples of duties
- Integrity is the balancing of right and right, not right vs. wrong.”
- Civility = gestures we make to show others our commitment to the common good.





# Ethics and Integrity

- **Ethics:** *A regime of compliance*
- **Integrity:** *A culture of values*

# *Agenda for next webinar*

- Review of the elements of Integrity practice
- How to discern duty
- Are some duties larger than others?
- Practice in the balancing of multiple duties

# Private Study

- Think of a scenario from your own experience:
  - discern the rights or duties involved.
  - Is there more than one?
  - How would you balance the duties?

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