**Five Ethical Principles**

**Respect Autonomy:** Individuals have the right to decide how they want to live their lives, as long as their actions do not interfere with the welfare of others.

**Do No Harm:** The obligation to avoid inflicting either physical or psychological harm on others may be a primary ethical principle.

**Benefit Others:** There is an obligation to improve and enhance the welfare of others.

**Be Just:** To be just in dealing with others assumes equal treatment of all, and to afford each individual their due portion.

**Be Faithful:** One should keep promises, tell the truth, be loyal, and maintain respect and civility in human discourse.

**Ethical Dilemmas in Organizations**

**The Question of Honesty**
- When is it and when is it not honest to be ambiguous?
- When is it and when is it not honest to keep information from people for "the good of the organization"?

**The Question of Responsibility**
- When is it and when is it not ethical for a leader to take advantage of his/her position to achieve personal power, prestige, or perks?
- Should a leader's concern always be for the good of the collective?

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**Five P's of Ethical Power**

**Purpose:** Your objective or intention; a goal.

**Pride:** The sense of satisfaction you receive from your accomplishments, and those individuals of who you care about.

**Patience:** Trust the process.

**Persistence:** Maintaining your commitment and making your actions consistent with your guiding principles.

**Perspective:** The capacity to see what is REALLY important in any situation.

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**Code of Leadership Ethics:**

- Ethical leaders do not transmit intentionally deceptive or harmful messages to members.
- Ethical leaders place concern for others above concern for personal gain.
- Ethical leaders respect the opinions and attitudes of members and allow members the freedom to consider the consequences of their actions.
- Ethical leaders defend members when they are censured for carrying out policies supported by the leader.
- Ethical leaders are consistent in their treatment of members regardless of age, ability, religion, ethnicity, socio economic status, sexual orientation, indigenous background, national origin, or gender.
- Ethical leaders establish clear and uniform policies and procedures, which are implemented consistently throughout the group, and organization.

**Ethics Check**

Is it legal? Will you be violating civil law or MSCD Policies?

Is it balanced? Is it fair to all concerned?

Does it promote a win/win situation?

How will it make you feel?

Will it make you proud?

Would you feel good if your family knew what you had done?