

Practical Ethics for Tough Times

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Ethical Leaders in Action



ETHICAL
LEADERS
IN ACTION

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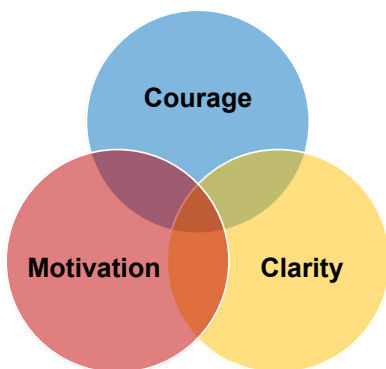
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The easy part of the job



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Elements of Moral Action



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Elements of Moral Action

Moral Motivation: *caring about doing right, and about making the best choices.*

Moral Clarity: *discerning right from wrong, and making the best choices.*

Moral Courage: *acting in accordance with one's moral judgement in the face of adversity or fear*



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Challenges to Moral Motivation

- Politics and Social Attitudes
- Specific stakeholders/conflicts
- Absence of purpose or values
- Cynicism
- Fatigue



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Focus on Clarity in Conflict



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Ingredients of a Conflict

- Two or more persons
- Thoughts, feelings, and actions
- Issue or incompatibility

“Clash of goals or values where people care about the outcomes.”



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Types of Conflict

- Data
- Interest
- Values
- Relationship
- Structural



Conflicts can be multifaceted



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Approaches to Conflict

Assertive

Compete

Collaborate

Compromise

Unassertive

Avoid

Accommodate

Uncooperative

Cooperative



Source: Thomas-Kilmann Conflict Management Styles

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Silver Bullet

*Get invested in
solving the other
person's problem.*

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What do Humans Generally want to be Heard About?

- Basic Human Needs
- Emotion
- Core Concerns
- Identity



(What's under the surface)

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Basic Human Needs



"By peace
we mean
the capacity
to transform
conflicts
with empathy,
without violence,
and creatively -
a never-ending
process"
Johan Galtung

Johan Galtung ,
Conflict Theorist
•TRANSCEND International
•<https://www.transcend.org/galtung/>



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Ethical Persuasion

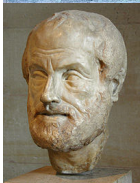
- ***Check Your Motives:***
 - ***Respect***
 - ***Openness***
- ***Listen for Full Understanding***
- ***Define Points of Agreement***
- ***Negotiate Differences***

Thanks to: Tom Laughlin



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Courage – Physical and Moral



- *The capacity to do right in the face of fear or adversity.*
- *Courage is a virtue – a character trait – that we can develop and maintain.*
- *Commitment and Ability – “will and skill.”*
- *Often expressed in a “moment of truth”*



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Drivers of Moral Courage

- *Investments in personal integrity*
- *Conscious Fallibility*
- *Moral Clarity*
- *Strong Relationships*



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Integrity



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What are your moments of truth?



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Vision

From:

"I want to be more courageous."

and:

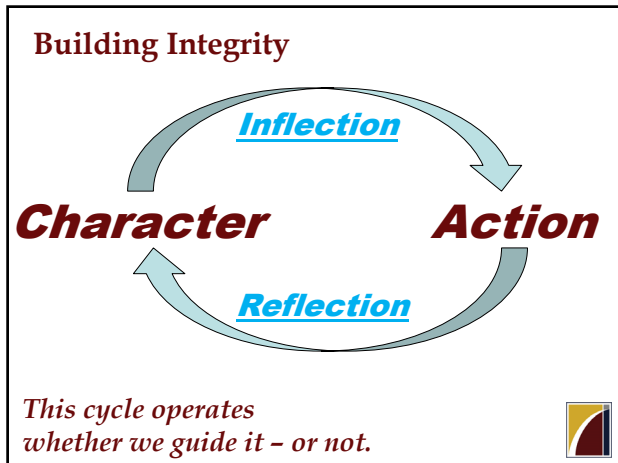
"These are my moments of truth."

To:

"I want to be a person who..."



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Three Minute Reflection

- What were my points of inflection today?
- How did I do?
- What can I learn?
- Alternative: Gratitude

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How to Make a Mistake *with Class*

- Own it.
- Learn from it.
- Forgive yourself.

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Own It



- Acknowledge Responsibility
- Mitigate Damages
- Accept Legitimate Consequences



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Learn From It

- Individual Learning.
- Team Learning.
Consider:
 - Process
 - Training
 - Resources
 - People
- Commit and Change.



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Forgive Yourself



- Learn, change, then let it go.
- Look up and out, not back.
- Reject grudges.
- Create forgiving cultures.



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Relationships Reinforce Moral Courage



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Respect

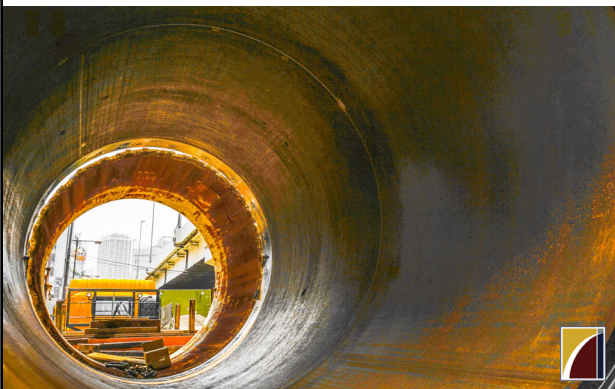
- How do people demonstrate respect for each other?
- How do people demonstrate disrespect?
- Are these actions intentional or not?

“Do not confuse respect with either admiration or affection”



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Thank You - For Real



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Thank you for your attention!

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