ETHICAL DILEMMAS IN THE WORKPLACE

First Meeting Instructions

The goal of this activity is to help students build awareness and skills for handling ethical dilemmas in the workplace. By practicing how to address ethical challenges, students can become better team members, develop constructive conflict resolution skills, and enhance their understanding of professional integrity. Mentors and students are encouraged to engage openly and provide constructive feedback on each scenario.

Reflecting on Ethics and Teamwork

Spend some time thinking about your values and how they shape your approach to ethical decision-making. Discuss the following:

- How do you define integrity in the workplace?
- What role does respect for others play in resolving ethical conflicts?
- Are there areas where you feel particularly challenged in making ethical choices?
- How do you typically respond to conflicts within a team? Consider whether you tend to address conflicts directly, avoid them, or seek compromise, and think about how this approach aligns with your ethical values.
- How would you handle a situation where your personal values conflict with the expectations of your role or organization? Reflect on any strategies you might use to balance your integrity with professional responsibilities.
- Are there common ethical issues in your chosen industry? Examples may include confidentiality, workplace fairness, conflicts of interest, and ethical communication. Reflect on how these situations might impact team dynamics and individual roles.

QUICK TIPS

Here are some tips to keep in mind when navigating ethical dilemmas. Mentors, share what you have found to be most effective when addressing ethical dilemmas in your industry.

Consider All Perspectives: Seek to understand how decisions impact your teammates and the organization.

Stay Calm and Objective: In ethical dilemmas, emotions can run high. Practice patience and professionalism.

Seek Guidance When Needed: If uncertain, consult with mentors or trusted colleagues who can offer objective advice.

Prioritize Transparency and Respect: Aim for clear and open communication to prevent misunderstandings.

Recognize When to Compromise vs. Stand Firm: It's essential to distinguish when compromise is appropriate and when it's necessary to uphold your values.

ROLE-PLAYING ETHICAL SCENARIOS WITH MENTOR

During this activity, students and mentors will role-play scenarios to practice ethical decision-making, teamwork, and conflict resolution.

Scenario 1: Confidential Information Dilemma

A colleague shares sensitive client information with you that is not relevant to your job. You feel uncomfortable about holding this knowledge. Discuss with your mentor how to handle this ethically while maintaining positive team relationships.

Scenario 2: Conflict Over Work Credit

You completed a project with a teammate, but they took sole credit for the work in a meeting. You're torn between addressing the issue to get due recognition and wanting to maintain a positive working relationship. Discuss with your mentor how you might approach this ethically and constructively.

Scenario 3: Pressure to Compromise on Quality

Your team is under tight deadlines, and a manager suggests cutting corners to save time. You believe this could negatively impact the project's outcome. Talk through with your mentor the potential conflicts and how to navigate the situation professionally and ethically.

Scenario 4: Witnessing Bias or Unfair Treatment

You observe a supervisor treating a colleague unfairly based on personal biases. You want to address this but are unsure how to do so effectively. With your mentor, discuss the balance between intervening and staying within your role.

DEBRIEF

After working through the scenarios, take time with your mentor to reflect on the experience:

- How did you approach each scenario? Were there certain ethical principles you relied on?
- What feedback does your mentor have on your decision-making and conflict resolution skills?
- How did the scenarios affect your perspective on teamwork and ethics in the workplace?
- What areas do you feel you need to strengthen when facing ethical dilemmas?
- How can you apply these lessons to real-life situations?

This activity emphasizes the importance of ethical decision-making and teamwork, equipping students with strategies for navigating complex situations professionally and respectfully.