CIPD

Communication – discussion prompts for workforce training

This is a list of provocative statements that can be used in ethics training and to provoke discussions around the organisation, such as moral reminders, posters and screensavers.

Statements for training, newsletters, posters, cartoons, screensavers and more

Discussion prompts

- Define integrity.
- Define honesty.
- Define openness.
- What does ethics mean in your everyday work? What are the issues and conflicts?
- What values are key to the organisation? How effectively are values reflected in practice?
- How would you describe respecting the dignity of others?
- When could discrimination be appropriate?
- How would you describe respecting the dignity of others?
- Is there a place for emotions in the workplace?
- If the cost of investigating a breach is greater than the breach, should there be an investigation?
- What is whistleblowing?
- What can organisations do to create an open environment where whistleblowing is not needed?
- What do you think the most commonly used words are in codes of (business) ethics? (The answer is integrity and honesty.)
- Where are there ethical blind spots or risks of blind spots in our organisation?
- Where in the organisation is our code not being actively upheld, or where are there areas that struggle to do this?
- How have you upheld the code recently?
- Have you identified any conflicts of your own personal values with those of the organisation?
- How do you deal with ethical dilemmas?
- Do we treat everyone the same and ignore their differences, or treat everyone differently and thus not equally?
- What about use of emotions in advertising and marketing?
- How do you deal with breaching the confidentiality of someone who has shared a high-risk matter with you?
- A concern has been raised and exposed a mistake; by issuing an apology we admit to the mistake, ... do we?

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How would you deal with the following?
- 'It's not illegal.'
- 'Everyone else is doing this.'
- 'No one is really harmed.'
- 'I am being pressured to do this...'
- 'I'm not remunerated fairly ... I deserve this.'
- 'I don't agree with the rule so I'm not complying with it.'
- 'Do as I say, not as I do.'
- 'Do whatever it takes.'
- 'Tax evasion, it's legal...'

Ask the workforce to rate how risky the statements are or to group them under causes, such as bounded rationality (where rationality is limited by factors such as the information individuals have or the time available to make a decision) or ethical blindness (where the individual experiences a temporary inability to see the ethical aspects of the decision they are trying to make)