

PERSONAL ETHICAL THRESHOLD

For the first 5 questions, choose at least one response and any others that might apply.

1. In a role as consultant you have just completed an expensive and comprehensive project for a client. You know you can offer no more service of value to this client and that any further research would waste the client's time and money. However, your supervisors, insist that this thriving organization can afford more research. You believe it would be wrong to undertake any additional research for this client, but your supervisor, who are very strong-willed are pressuring you. Under what conditions, if any, would you voice your objections to the partners? Check at least one response and any others that also apply.
☐ 1. I would not voice my objections to my supervisor under any circumstances.
☐ 2. I would voice my objections to my supervisor if she/he asked me to conduct as many studies as this deep-pocket company could afford.
☐ 3. I would voice my objections to my supervisor if asked to conduct just one more large project.
☐ 4. I would voice my objections to my supervisor if asked to conduct any additional project, no matter how small.
2. You believe that lying is wrong, but understand that telling the truth sometimes has unpleasant personal consequences. Nonetheless, there are some lies you would find so objectionable that you'd avoid telling them regardless of the consequences you'd have to face. What would you avoid? Check at least one response and any others that also apply.
☐ 1. Complying with my boss's instructions to conceal a service flaw that could, under certain circumstances cause injuries.
☐ 2. Going along with the boss's instructions to falsify documents.
☐ 3. Glossing over a drawback to make the service more attractive to meet the required service stats.
☐ 4. Call in sick (when I was feeling fine) because I have used up personal days and this will allow me to avoid the issue.
3. You are a relatively new practitioner with your agency. Chris, who recently joined the agency and shares the same status as you, has an office next to yours. Chris and you are the last to leave the building today. As you ride the elevator to the lobby, Chris (who is in the same ethnic and racial group as you) makes a racist remark. You are surprised and offended, but recognize that saying something – no matter how tactfully – may not change Chris' attitudes and may serve only to make your working relationship strained and awkward. Besides, the administration of your agency think especially highly of Chris, whom they hired away from another agency and view it as a significant benefit for your agency. Under what conditions, if any, would you say something to Chris? Check at least one response and any other/others that also apply.
☐ 1. I would not say anything to Chris under any conditions.
☐ 2. I would say something if Chris told me, after we'd just interviewed a promising candidate for a position, "It would be a big mistake to hire one of those people."
☐ 3. I would say something if Chris commented, "Playing the race card can really help people advance professionally; look where it got CJ."
☐ 4. I would say something if Chris shared a racist remark.
4. You have volunteered to teach an adult education class on cooking (your passion) in the high school in your community. There is a small token payment for your time, but the primary reason you are teaching is this is an area of passion for you. Your class meets at the same time as an English-as-a-second-language class which is held across the hall. While sipping a cup of coffee after your class one night, a few members of the ESL class from across the hall engages you in conversation. They are frustrated because their instructor keeps cutting class short each week, even though they have told him how much they want and need to improve their English.

They beg you to help them by speaking to him on their behalf, which they are reluctant to do because of their difficulty in expressing themselves in English and their fear of retaliation by him. You have noticed yourself that the instructor leaves early each week. You think it is unfair for the instructor to short change his students, but you recognize it would be much easier for you not to get involved. Besides, you've heard that this instructor got the job because he is the program director's childhood friend. Under what conditions, if any, would you speak to the instructor? Check at least one response and any other/others that apply.

____ 1. I would not speak with the instructor. Even though he is shortchanging the students and the school district, I wouldn't want to deal with the hassle of getting involved.

____ 2. I would speak with the instructor if he dismissed the students 2 hours before the end of a 3 hour class.

____ 3. I would speak with the instructor if he dismissed the students one and one-half hours class every week.

____ 4. I would speak with the instructor if he dismissed the students one hour before the end of the class.

5. You are working in a small agency. You have found out that the agency has been losing significant funds in recent months and the administration has decided they will need to close the agency in the next few weeks. The staff and the clients served have not been notified of this impending closure and it appears no plans have been made to assist clients in transitioning to alternative services. You have been instructed to keep taking clients until you hear otherwise. You know it is not right to deceive people and are concerned about their continuing services once the agency closes. On the other hand, you don't want to alienate the administration, all of whom are well connected and have the potential to assist you in finding a new position elsewhere. Under what conditions, if any, would you tell the truth to someone seeking services? Check at least one response and any other/others that apply.

____ 1. I would not tell the truth to any client. Let the buyer beware.

____ 2. I would tell the truth to someone asking about services that would take significant time.

____ 3. I would tell the truth to someone asking about services that could require months.

____ 4. I would tell the truth to someone asking about services that could require a week or so.

For the last five questions, check only one response.

6. You are completing your degree while working full-time. During the past few weeks, you have been consumed at work by a complex and critical group project, which is in its final phase. You are exhausted from the 60+ hours/week you have been working. On your way home from work, you suddenly remember that a 20-page paper is due tomorrow evening for one of your classes. Unless you earn at least a B in this course, you will not qualify for your company's tuition remission program – and will have to pay a few thousand dollars for the course out of your pocket. The professor has an unyielding policy against granting extensions, and you know that even if you stayed up all night to do the paper, you would be submitting something that would fall short of your best work. You won't have the time you'd like to devote to this paper, unless you call in sick and take tomorrow off from work, but you know that bailing out on your project group, which would require all the other member's to work even harder to pick up the slack, would be wrong. Would you call in sick, even though everyone else would have to work much harder in your absence, so that you could have the whole day to prepare a decent paper? Check only one response.

____ 1. Yes, I'd call in sick, even if the paper were worth only 20% of the course grade.

____ 2. Yes, I'd call in sick, but only if the paper was worth 40% of the course grade.

____ 3. Yes, I'd call in sick, but only if the paper were worth 60% of the course grade.

____ 4. No, I would go to work, no matter how much the paper was worth.

7. You are anxious about an upcoming interview this afternoon for a managerial position in your agency. The new position would be a real break, with exciting challenges and a substantial salary increase. Your qualifications are very strong, but you face tough competition from Pat, your colleague and chief rival for the position. Pat, whom you find unbearably arrogant, is less technically competent than you, but more skilled at flattering people in

high places. Midmorning on the day of the interview, Pat and you are attending a staff meeting. You step out of the meeting to use a restroom and on your way back to the meeting, you pass by your cubicle where you find a Post-it note stuck to your computer screen (company policy prohibits sending and receiving text notes during team meetings). The note indicates that the interview schedule has been moved up by one hour. You notice an identical not on Pat's computer. You believe it would be wrong to destroy Pat's note, but you know that the interviewer who takes pride in being a real stickler for punctuality and has no patience for excuses, would hold it against Pat in a big way if the interview had to be rescheduled. This would help you clinch the job for you. With everyone else in the meeting, the office is empty; nobody would ever know if you took Pat's note. What would you do? Check only one response.

- ☐ 1. I'd destroy the note to increase my chances of getting this great job.
- ☐ 2. I'd destroy the note, but only if I needed the salary increase to re-decorate my living room.
- ☐ 3. I'd destroy the note, but only if I needed the salary increase because one of my family members had been laid off and we needed the money to pay off mounting household bills.
- ☐ 4. I'd leave the note where I found it, no matter how much I needed and wanted the job.

8. You are the newest practitioner at your agency. You have the right qualifications for your job and couldn't be happier to put that knowledge and skills to work. After conducting a thorough analysis of the agency's services, your report reveals client numbers are down and there appears a decline in client satisfaction results bringing into question the choice of interventions being employed by the agency. Your administrator is interested in starting a campaign to heighten the awareness of your agency in town and boast of its successes and value to clients. He encourages you to bury your report as he sees this campaign as a way to bring in more clients which he feels is the solution to the issue. Would you bury the report and support the campaign. Check only one response.

- ☐ 1. Yes, I'd bury the report and support my administrator's decision.
- ☐ 2. No. I wouldn't bury my report even if it meant annoying the administrator.
- ☐ 3. No. I wouldn't bury my report even if it meant annoying the administrator, even if it meant it would jeopardize my performance appraisal and possible salary increase.
- ☐ 4. No. I wouldn't bury my report even if it meant that I could lose my job.

9. You have applied to graduate school to work toward your master's degree. The faculty member heading the admission committee calls you to congratulate you on your acceptance to the program. She invited you to consider pursuing your PhD. Your plan is to acquire your master's degree and then go on to law school. You have absolutely no interest in this program's PhD degree. However, as a doctoral student, your tuition would be waived and you would even receive a small stipend, whereas you would have to pay full-tuition as a student in a terminal master's program to which you applied. You could enter the doctoral program and leave after completing your master's, but you know this would be deceitful and wrong. Still, this would save you several thousand dollars. Would you accept the offer to enter the doctoral program, and then leave after completing your master's? Check only one response.

- ☐ 1. Yes. In order to save the cost of the tuition I'd accept the offer to enter the doctoral program and leave after finishing my master's degree. Taking an opportunity to save money is good common sense.
- ☐ 2. Yes. I would accept the offer if I had to repay thousands of dollars of outstanding student loans I'd accumulated to go to college.
- ☐ 3. Yes. I would accept the offer if I had to repay thousands of dollars of outstanding student loans I'd accumulated to go to college and I would need to borrow more money to go to law school after completing my master's degree.
- ☐ 4. No. Even if I had to repay thousands of dollars of outstanding student loans I'd accumulated to go to college and would need to borrow more money for law school

after completing my master's degree. I would sincerely thank the admissions committee for the offer, but I'd tell them that a PhD doesn't fit my career goals.

10. You are engaged in the delivery of a new manualized intervention program with a group who is also monitoring the outcomes in order to verify its effectiveness with clients. Your group hopes for great results and then will explore offering this intervention to other service providers as a revenue generating stream to the agency which you desperately need. As you roll out the program, you all begin to note failings in portions of the program. Your supervisor acknowledges some of the failings and poor outcomes but asks you to massage some of your data so the program can continue moving forward without significant need to draw back and revise the manual. What would you do? Check only one response.

- ☐ 1. I'd falsify the data. At times, it's necessary to go along to get along at work.
- ☐ 2. I would not falsify the data even if it meant getting on my supervisor's bad side.
- ☐ 3. I would not falsify the data even if it meant being passed over for a deserved promotion.
- ☐ 4. I would not falsify the data even if it meant losing my job.

SCORING

Moral Intensity Values

Situational Pressure Varies

Case	Score	Case	Score
1		6	
2		7	
3		8	
4		9	
5		10	

Sum of questions 1-10 = _____

Overall score (total score divided by 10) = _____

For questions 1-5, no matter how many lines you have checked, the highest one gets the score. For example, if you checked lines 2 and 3, score it as a 3.

For questions 6-10, you were instructed to choose only one response. For these questions, choosing multiple responses would be problematic. Consider re-doing them if you have multiple responses and select one.