

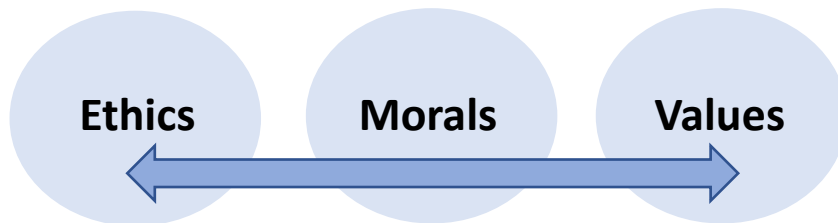


Ethical Decision-Making



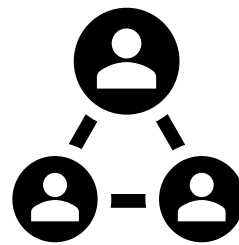
WHAT is Ethical Decision-Making?

The process by which people define what is ethically correct and incorrect.¹

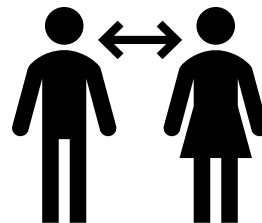
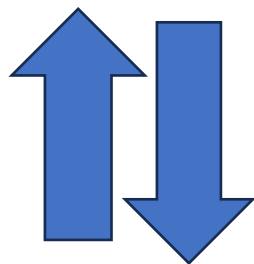
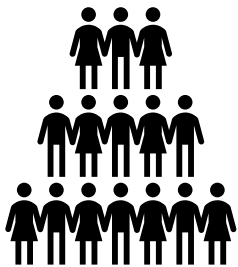


WHY is this a concern for the DoD?

Unethical decisions, can negatively impact the organization.² Ethical decision making by leaders can bring a positive climate and better engagement in an organization.^{3, 4}

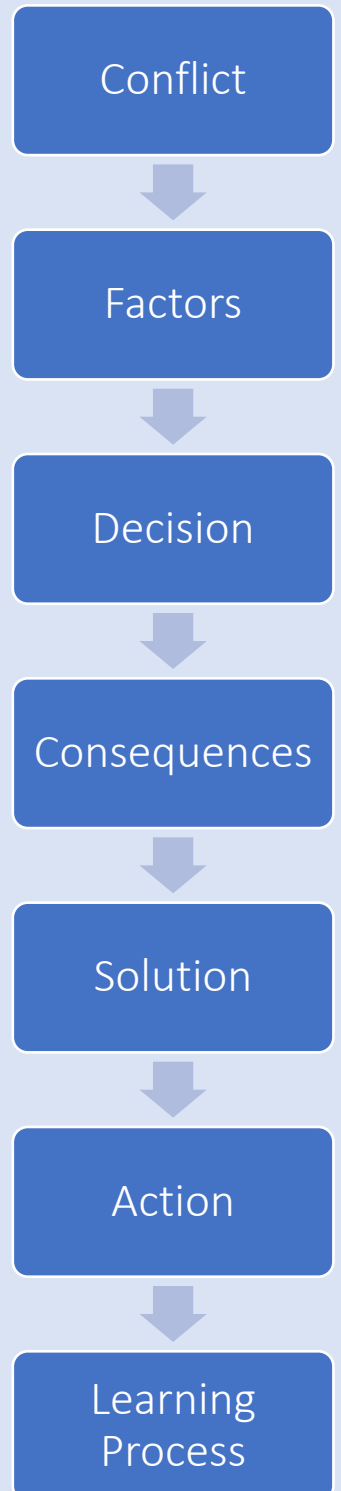


WHO should make ethical decisions?



Regardless of rank, everyone should make ethical decisions. Decisions made at the senior leader level directly affect subordinates. As well, subordinates' decisions can also impact their chain of command.

Ethical Decision-Making Process⁵



WHERE does this issue occur?

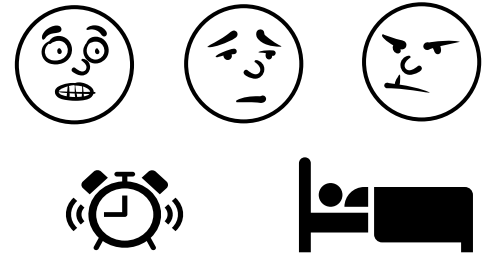
Issues in making ethical decisions often occurs where a clear-cut answer is not readily available.⁶



- Where a leader exhibits bias when making a decision²
- Where a decision conflicts with own morals/values.⁷
- Where the outcome requires a compromise from the decision maker.⁸
- Where the decision goes against the cultural norms of the organization.¹⁹

WHEN do other factors play a role?

Many factors can influence ethical decision making such as: a stressful environment ^{10, 11}, high emotion or anger^{12, 13}, lack of sleep¹⁴, and low self-control¹⁵.



HOW does a leader make ethical decisions?³

Perspective Taking

- Detach personal feelings/values from the decision

Goal Setting

- Set goals for how one will act in a potentially ethical dilemma

Affect Labeling

- Acknowledge emotions before acting

