

The ROCK #11 - Integrity

Integrity is doing the right thing even when no one is watching. It is about acting with fairness and honesty while considering the implications of your actions and the effects they may have. It is about doing what is right rather than what is convenient. It is about standing up for what you believe and doing what you say you are going to do. It is about keeping promises and considering what is best for everyone.

Integrity Role Model

The easiest way to show integrity is to lead by example. Remember, you are always being watched. Your life is like living in a fishbowl. People are constantly watching you. You also have a strong influence on the thoughts and behaviors of others. This influence can be stronger than you think, especially if you are a role model for someone when it comes to integrity.

Essential Elements of Integrity

- Behave ethically
- Act consistently
- Keep an open mind
- Demonstrate a willingness to compromise
- Share credit
- Follow through on promises

Integrity Characteristics

- Do what you say you are going to do
- Be as accurate and unbiased as possible
- Do not exaggerate
- Admit when you are wrong and accept blame
- Follow up on mistakes and try to fix them
- Share the credit with others
- "Your word is your bond"

"Your" Integrity Is...

- How other people view you - What they say when you are not in the room
- Expertise, track record and the respect that others have in you
- Something you can improve and build on
- Not perfection, but a work in progress
- Something you can rehabilitate and re-establish

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Integrity 9 Way Test

- Is it legal?
- Does it follow any rules or guidelines that apply to myself or any organization that I belong to?
- Does it conform to my values?
- Will I be comfortable or guilt-free if I do it?
- Will it void or lessen any commitments or promises I've made?
- Would I do it to my family or friends?
- Would it be okay if someone did it to me?
- Would it be okay for all people involved?
- Would the most ethical person I know do it?

Perception Is Reality When It Comes to Integrity

Remember, Integrity Is Governed by Your Audience, Not You!

- We judge ourselves by our intentions and motives
- Other people judge us by our actions
- The perceptions of others are criteria of how we are doing when it comes to integrity
- This is the feedback we need to seek if we are on the right track to be a person of integrity
- How others perceive our integrity will affect how they interact with us. It will affect how they support us.

10 Steps to Being a Role Model for Integrity

- Tell the truth
- Treat everyone with respect and dignity
- Think of people with respect and dignity
- Follow the rules and the law
- Keep your promises and commitments
- Place others' interest before your own
- Give your best effort all the time
- Avoid "cutting corners"
- Stand up for what is right
- Act to stop the misconduct of others

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The purpose of discussing integrity with another person is to gain understanding, support and acceptance.

How Do You Express Integrity?

Discuss your shared values

Discuss how your values should apply to common goals

Discuss why values are important

Discuss why both people should care

Discuss what benefits can be gained for each person

Discuss what each person expects of the other

Discuss the fact that each person is committed to the concept of integrity

4 Motives and Behaviors That Undermine Integrity

Honorable motives do not always result in honorable behavior, but motives that lack honor and integrity guarantee bad actions and results. When it comes to the decision-making process guided by integrity, avoid these:

1. Greed – Self-interest in acquiring more and more
2. Speed - Speed for speed's sake leads to disaster and the "cutting of corners"
3. Laziness - The desire to take the easy way. The path of least resistance.
Remember, success takes effort and sweat.
4. Haziness - Acting and reacting without thinking. Your mind is in a cloud.