Top 10 Characteristics of Ethical Leaders and Values-Driven Organizations

1. High Values Awareness
   Values are regularly communicated and discussed to ensure awareness and understanding throughout the organization.

2. High Values Accountability
   People are evaluated on values-driven practices as well as results — with zero tolerance for conscious values violations.

3. Leadership By Example
   Leaders earn the right to expect others to do things by doing those things themselves.

4. Values-Driven Decision Making
   Decisions are checked to ensure they are in accord with organizational values BEFORE they are implemented.

5. In Sync Policies and Procedures
   Rules, policies, and practices are evaluated to ensure they reflect and support organizational values.

6. Values-Driven Education
   Training and other developmental activities teach people how to demonstrate ethics and apply organizational values.

7. Attention To Perceptions
   Climate surveys and other perception-collecting activities are important components of organizational assessment and change strategies.

8. Steady, Incremental Change
   Emphasis is placed on many small improvements rather than quick-fix fads and “programs of the year.”

9. Values-Based Selection
   The degree to which people subscribe to and practice organizational values is a key criterion in hiring and promotion decisions.

10. Encouraged Initiative
    People are rewarded for Walking The Talk rather than complaining, pointing fingers, or waiting for others to take the first step.

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