

## 12 Ways a Leader Can Discourage Trust, Integrity, and Ethics

1. Promoting an employee who does not have the trust and respect of coworkers.
2. Professing verbal support for an “Open Door Policy” while behaviorally discouraging its use.
3. Hiring an employee without making sure that he or she has “walk-in” ethical beliefs and a history of ethical behaviors.
4. Failing to confront “small” integrity breaches because of competing priorities, poor coaching skills, or “it just doesn’t matter” justifications.
5. Talking about people “behind their backs” – and allowing others to do the same.
6. Demonstrating power and control by withholding information.
7. Not considering the organization’s shared values when making decisions.
8. “Bad mouthing” the organization and blaming others.
9. Using ethnic, gender, or other “those people” slurs and negative references.
10. Not preaching, teaching, and supporting the organization’s mission, vision, values, and ethical standards.
11. Failing to listen to the ideas and suggestions of others. Worse yet – asking for input but ignoring the information.
12. Not understanding the universal ethics principle: Ethics is displayed in everything we do...EVERYTHING counts!

**And to make a baker’s dirty dozen – the number one way a leader can discourage ethical beliefs and behaviors:**

### 13. FAILING TO WALK THE TALK!



This solution finder comes from [Leadership Courage](#).  
For more information on this and other high-impact resources, please visit [www.walkthetalk.com](http://www.walkthetalk.com).

Permission granted from The WALK THE TALK Company to duplicate and distribute this resource.