

Business Integrity Training

Scenarios for team discussions 2020

Scenario 7 - The right tools for the job

Introduction

Most people have good intentions. But sometimes, even when we mean well, we make the wrong choices.

Read this scenario and think about the questions, and about what you would do if this happened in your team, then discuss the scenario with your colleagues.

Part 1

Malcolm has noticed that Pete has been taking tools home on the weekend to work on his kitchen without asking permission first. Malcolm decides to tell John, the Team Leader.



At the end of the day, Pete approaches Malcolm.



The next day working together feels awkward. When Malcolm goes to the locker room, he sees the word 'snitch' has been spray painted on his locker. He decides to tell John.



Part 2

Part 2

Later that week things seem better between Malcolm and Pete. John comes to chat with Malcolm whilst he's working on a part.



Questions

- What do you think about this scenario? Are there any alarm bells that signal something is wrong?
- Was Malcolm right to be concerned and speak up about Pete taking tools home?
- What does the language in this conversation tell us about the team culture?
- What did you think about John and Pete's responses? Why? What should they do?
- What would you do in this scenario? What advice would you give to Malcolm, Pete and John?



Ethical red flags

When people make poor choices, they usually create reasons to tell themselves, "It's OK, I can go ahead". We call these justifications 'ethical red flags'. In this scenario, what might Pete have told himself?

Common ethical red flags include:

"No-one got hurt."

"Other people do it."

"It's not that bad."

"The main thing is getting it done on time – no matter what."

When you hear these phrases being used, usually someone is thinking about doing the wrong thing, or has already done it. Do you hear any ethical red flags in the workplace or elsewhere? Would you feel confident to speak up and alert someone if you did?

Key messages

- Integrity and doing the right thing are some of your most important tools.
- Always follow the agreed processes.
- Don't compromise safety by cutting corners to save time or money.
- Never misuse or modify tools. Tools should not be removed from Company facilities without prior approval and appropriate safety assessments.
- Bullying should not be accepted in any form, or passed off as banter.

Further reading

Code of Conduct

1.6 Speaking up

2.1 Inclusive workplace behaviour

2.9 Use of Company physical assets



This scenario's key themes were around Security and Ethics.