ETHICAL SITUATIONS JOB SKILLS EXERCISE
(PAGE 196~199, JOB SAVVY, 5TH EDITION)
ANSWER KEY

Uncertainty about what is expected
First of all, this is an example of a question that should be asked before you deliver your first package. If you do not know the answer, do not take the tip. When you get back to the office, ask what the policy is for future deliveries. One tip is not going to make a financial difference in your life.

Conflicts between you and your coworkers
If other workers have poor work habits, it does not make it okay or acceptable to do so. You should inform your coworkers that you are calling in for your next assignment after the job is completed in two hours. Let them make their own decisions on how to follow your lead.

Conflicts with your supervisor
You are required to follow the law. Even if your boss tells you to break the law, you will still be held personally responsible for acting illegally.

Conflicts with your organization
Truth in advertising is a law. Suggest that they either use the correct meat or change their advertising.

Dilemmas about a situation
Lying to an employer is a serious offense. Advise them to talk directly to their supervisor and inform them of the situation. Lying is bad, but perpetuating that lie is even worse.

NOTE - This is an excellent example for further discussion. Some members will have real reservations about reporting this situation to a supervisor. They may see it like this: The responsibility for checking the credentials of that worker was on that worker's supervisor and the personnel department. Since the worker is not doing something illegal, something to harm the company, or something to harm the company's customers they may feel that it is not their concern, especially since knowing personnel policies is not a function of their job.

For members who feel this way, ask them what they would do if that employee's degree status comes under suspicion and you are asked what you know about the situation (of course they should not lie). Then ask how they think their supervisor will view them when it comes to light that they knew about the situation but did not report it. What kind of a situation did that other employee put you in by telling you this information?

Sum up by saying that, in the end, ethics has more to do with the act than with the situation. Therefore, lying to an employer on a job application is unethical and the individual who performed the unethical act will ultimately be held accountable for that action, not the person who discovers the unethical act.

If you feel it is a serious threat, you should report it to someone. In this case you could speak to Personnel. This will allow Personnel to talk to that worker, ask if there are any problems, and assess the situation.