

Member's Quarterly

Fall 2019 Edition

President's Message

Your Personal Integrity Meter

It's time to walk the talk

Brian Tracy, the well-known motivational speaker and author, says that the glue that holds all relationships together, including the relationship between the leader and the led, is trust and trust is based on integrity. I believe he is right. Our workplaces are a series of relationships that are based on the premise that we will adhere to a set of moral principles or professional standards. At the core of those standards is integrity.

We all would like to think of ourselves as having a high degree of personal integrity. How well do we practice it at work? Here are a few questions to consider as you measure your own integrity level.

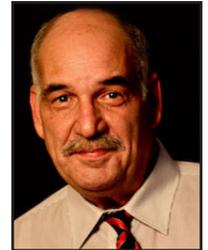
- Do you behave honestly and practice ethical behaviour in your interactions?
- Are you consistent and clear about your ethical standards?
- When questioned, do you provide facts, not diversions?
- Will you speak up even when it's risky?
- Are you actively challenging any system that encourages dishonesty or rewards unethical behaviour?
- Do you encourage people to express concerns about questionable practices?

It's not easy to be ethical at work, is it? It means taking some risks and being vulnerable at times. You can become a role model for the organization in this regard and as you lead the way, others will follow. You can walk the talk which means that you must be vigilant about your own actions and behaviours and ensure that your performance reflects the highest standards that you profess.

It also means that you have some degree of self-awareness and humility that allows you to acknowledge and celebrate the unique knowledge and talents of others. Treating others with respect and dignity as the Golden Rule suggests is another example of integrity at work. So too is practising honesty in all your dealings. Honesty encourages others to not just be honest themselves but to learn to trust each other, another essential element of workplace integrity. This incorporates confidentiality as well. Gossip destroys workplace relationships and is poison to anyone trying to improve integrity at work.

Employees can be led, motivated, coached and taught to practice integrity at work, but only if they first see it in action from their leaders and managers. They may also need some general reminders from time to time when they stray from the core principles. You can also build a need for integrity into your hiring policies. As Warren Buffet said, "Somebody once said that in looking for people to hire, you look for three qualities: integrity, intelligence and energy. And if you don't have the first, the other two will kill you."

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