

Ethic and Moral in Organizations – just lip services - ?





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Ethic and Moral



Ethics and Moral
Is it still trendy to be?

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We focus on people.

Employee values: A considerable driver of effectiveness.

Ethic and Moral



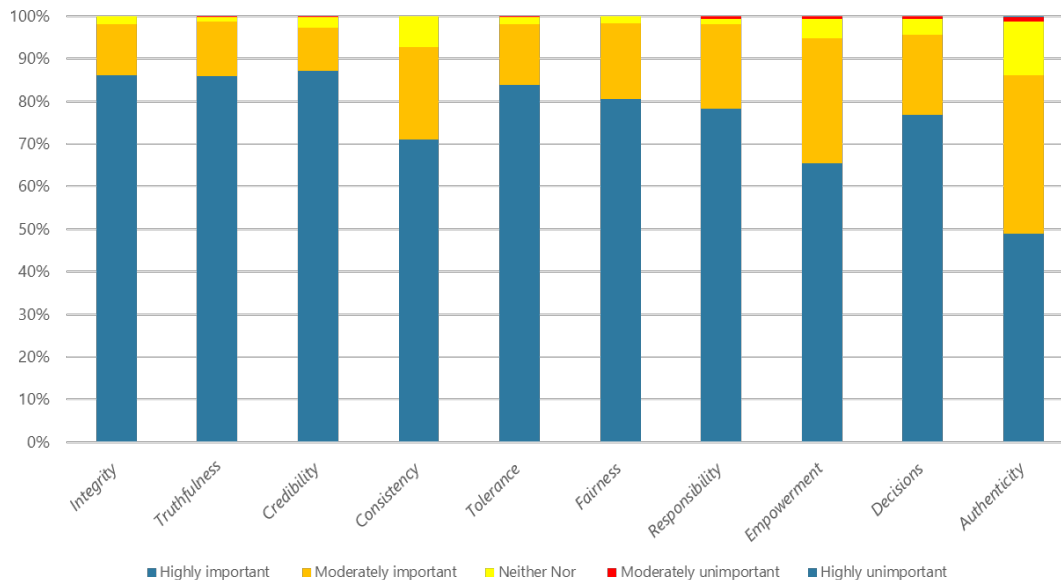
We asked 280 people from different national cultures in a multinational corporations to assess a number of statements classified as ethical and moral behavior from two perspectives:

- a) How important is that element for **you**?
- b) How important is this element is for your **organization** ?



Ethic and Moral

The importance of Ethic and Moral for employees



Result: employees self-assessment

>80% rated **Integrity, Credibility, and Truthfulness** as highly important.

≤ 70% assessed **Consistency, Empowerment, and Authenticity** as highly important.

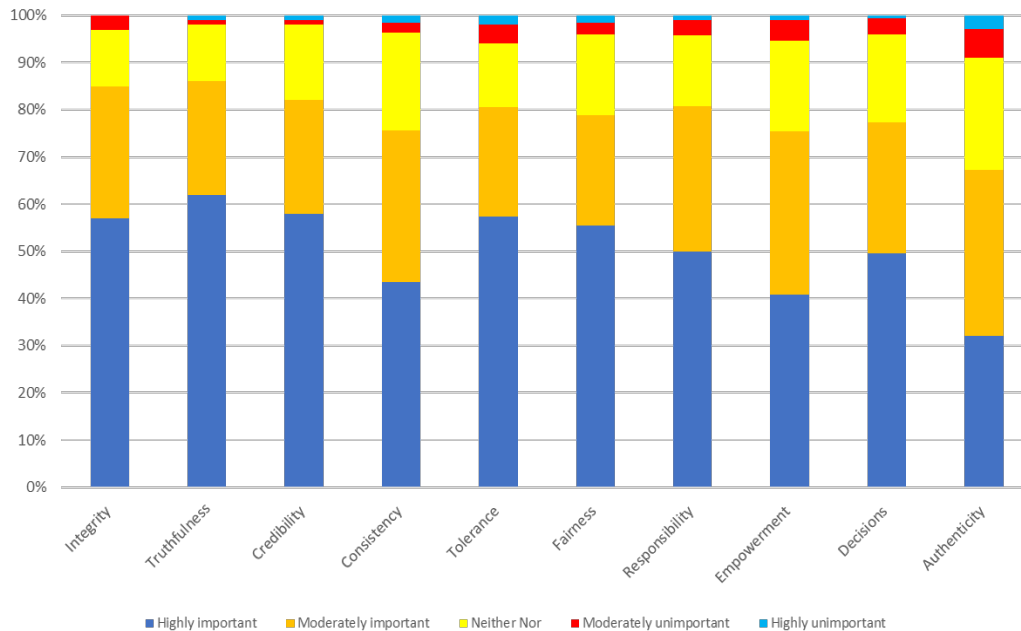
> 20% evaluated **Authenticity, Empowerment, and Consistency** as neutral important.



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The importance of Ethic and Moral for the Organization



Result: employees' assessment related to the organization:

$\leq 60\%$ perceive **Integrity, Credibility, Tolerance, Fairness, Responsibility, and Decisions** as highly important for the organization.

$\leq 40\%$ assessed **Empowerment, and Authenticity** as highly important to the company.

$\geq 2\%$ evaluated **Tolerance, Fairness, and Authenticity** as highly unimportant for the firm.

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4 Grid Folio *Ethic und Moral*

