



1

DEFINING INTEGRITY

Synonyms	Related Words	Antonyms
character	appropriateness	badness
decency	correctness	evil
goodness	decorousness	evildoing
honesty	decorum	immorality
morality	ethics	iniquity
probity	etiquette	sin
rectitude	fitness	villainy
righteousness	high-mindedness	wickedness
rightness	honor	
uprightness	incorruptibility	
virtue	irreproachability	
virtuousness	irreproachableness	
	morals	
	propriety	
	right-mindedness	
	scrupulosity	
	scrupulousness	
	seemliness	

How do you define integrity?

2

Why Integrity?

“Integrity isn’t just doing the right thing when no one is looking. Integrity is doing the unpopular but right thing when the pressure is on and *everyone* is looking.”

—Gerry Zack, SCCE & HCCA CEO

ROY-ISM

Every human needs a little compliance and ethics professional in them.

3

Personal Honesty

- Cultures and Norms
- Authentic Leaders

“They don’t recognize the incredible freedom that can come from simply being who you are in the world, instead of trying to create a narrative of a fake self that others will approve of.”

—Joel A. Rogers

4

The Bias Effect

- Confirmation Bias
 - What is it?
 - How do you overcome it?
- Decision-making Process
- Techniques to Combat Biases



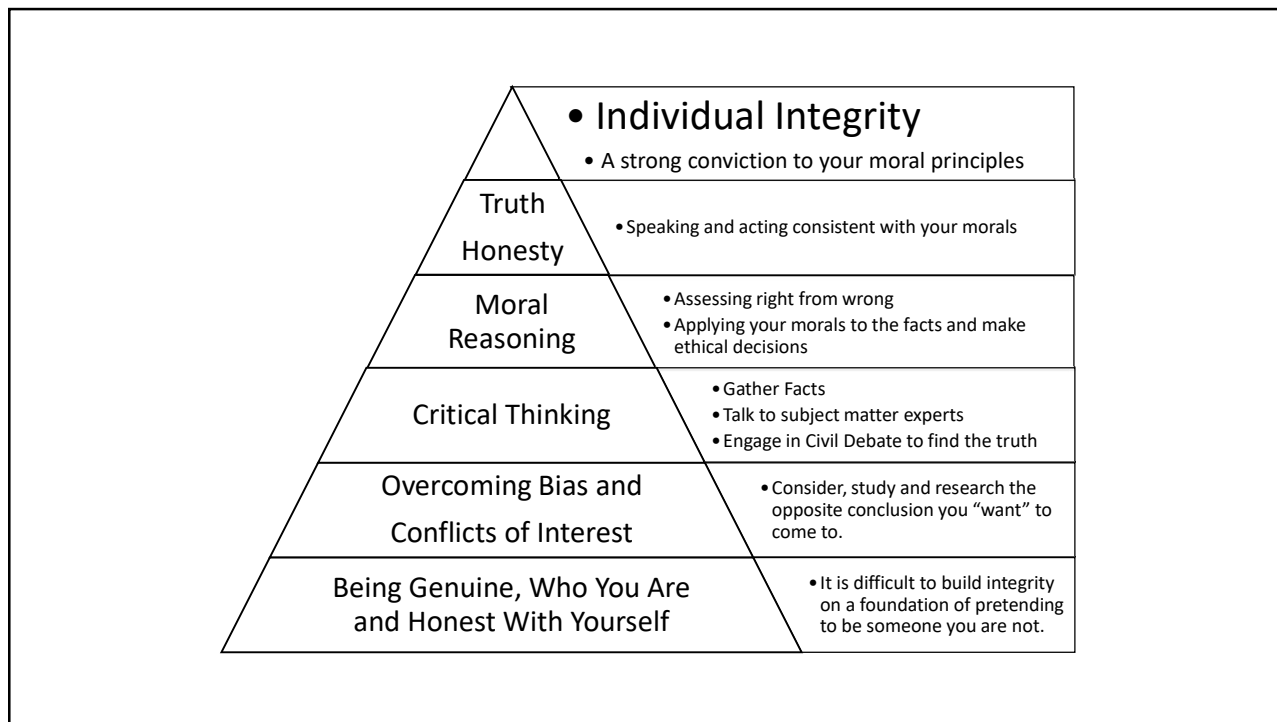
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The Truth and Civil Debate

What is civil debate?



6



7

Principles of Civil Debate

Before debating, describe your opponent’s position to them until they think you have it right.

Take joy in your opponent’s ability to make a good point and tell them when they do.

Take a break or ask to meet another time if either one of you become too frustrated.

Avoid questioning motives, assume their disagreement might just be a lack of understanding.

Use their disagreement as a seed of an idea to refine or clarify your point.

8

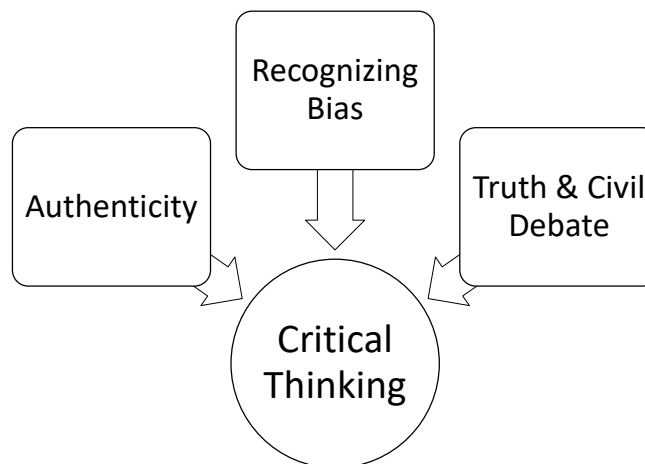
The Truth and Civil Debate

“Getting to the truth is much easier if I check my agenda at the door, am willing to listen, and treat others in the room with dignity and respect, regardless of whether I think that they deserve it or not.”

—Dan Roach

9

Critical Thinking—Integrity’s Best Tool



10

“The following critical thinking process is the multi-tool for having integrity when making decisions. Keep it by your side.”

—*Roy J. Snell*

THE CRITICAL THINKING PROCESS

- 01 Identify the problem.
- 02 Gather information.
- 03 Understand and review the evidence with experts.
- 04 Eliminate less valuable information with experts.
- 05 Summarize the remaining evidence with experts.
- 06 Select key point(s) with experts.
- 07 Evaluate potential decisions with experts.
- 08 Make a decision.
- 09 Implement the decision.
- 10 Test the effectiveness of the decision.

11

INTEGRITYWORKS

12