



Ethics Assessment Tools

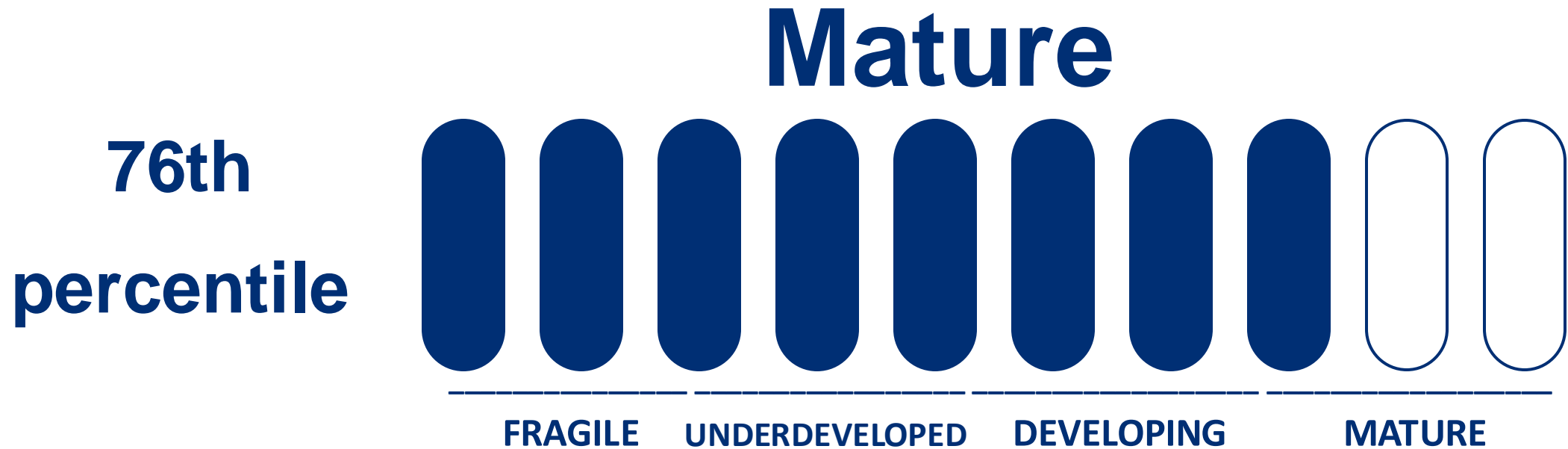
building an
ethical
SOCIETY

Presented by:
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The Ethics Institute (TEI)

1. Ethical Culture Maturity Indicator (ECMI)

- Measurement of ethical culture/climate**
- Uses the most prominent constructs identified in the research literature**
- Normed with XXXXX employees across XXXX organisations**
- 1 – 7 – 38 structure (application of EFA, CFA, and reliability)**

Total score ranking in percentile



Ethical Culture Maturity: Dimension Scores



Ethical Culture Maturity Dimension Scores

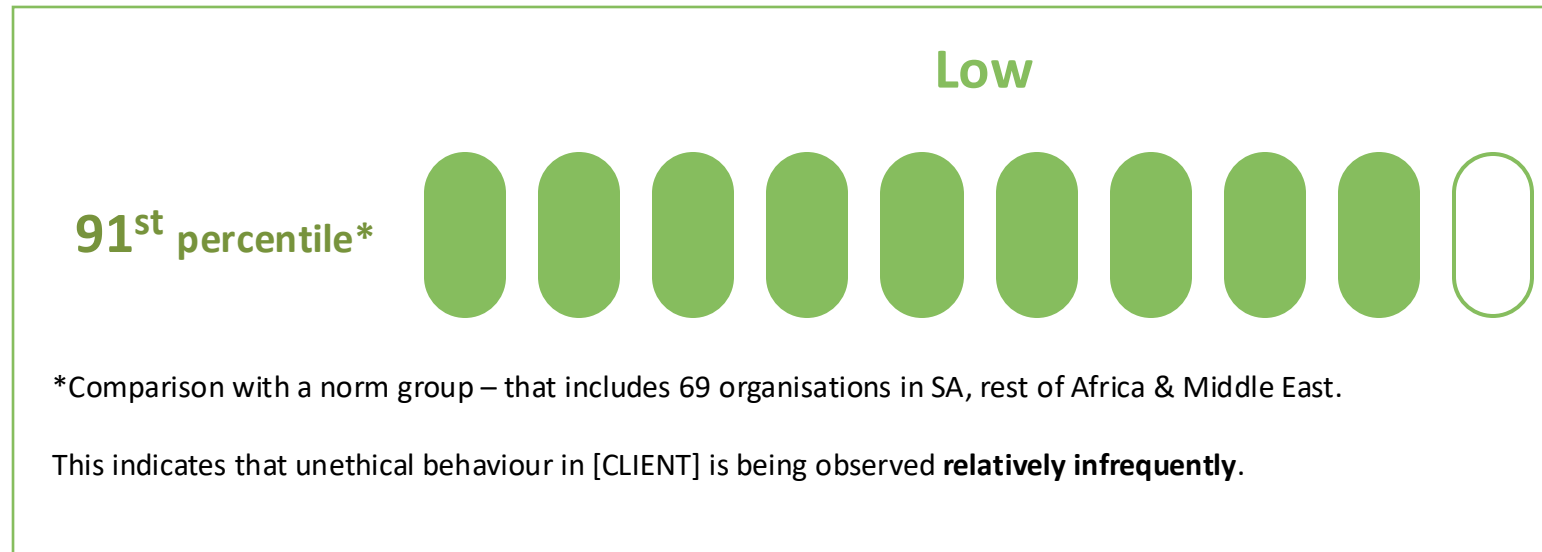


Ethics Behaviour Risk Indicator (EBRI)

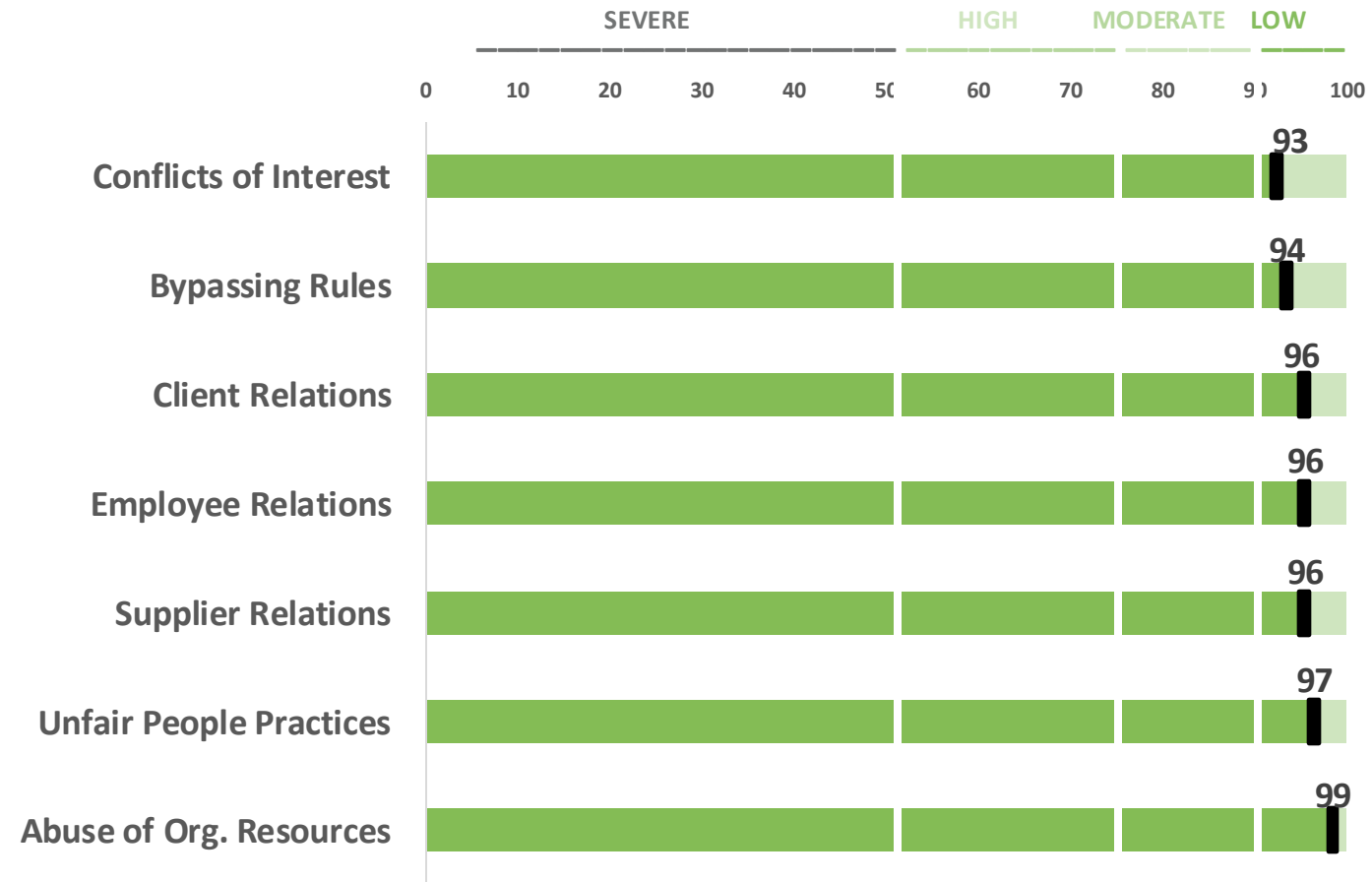
1. The Ethics Behaviour Risk Indicator (EBRI):

- Measures the frequency of observed unethical conduct as experienced by employees in their day-to-day work.
- Focuses on the most common factors identified in CWB research and in behaviour checklists
- Normed with XXXX employees across XXXXX organisations.
- 1 – 7 – 84 structure (EFA, CFA and Reliability)

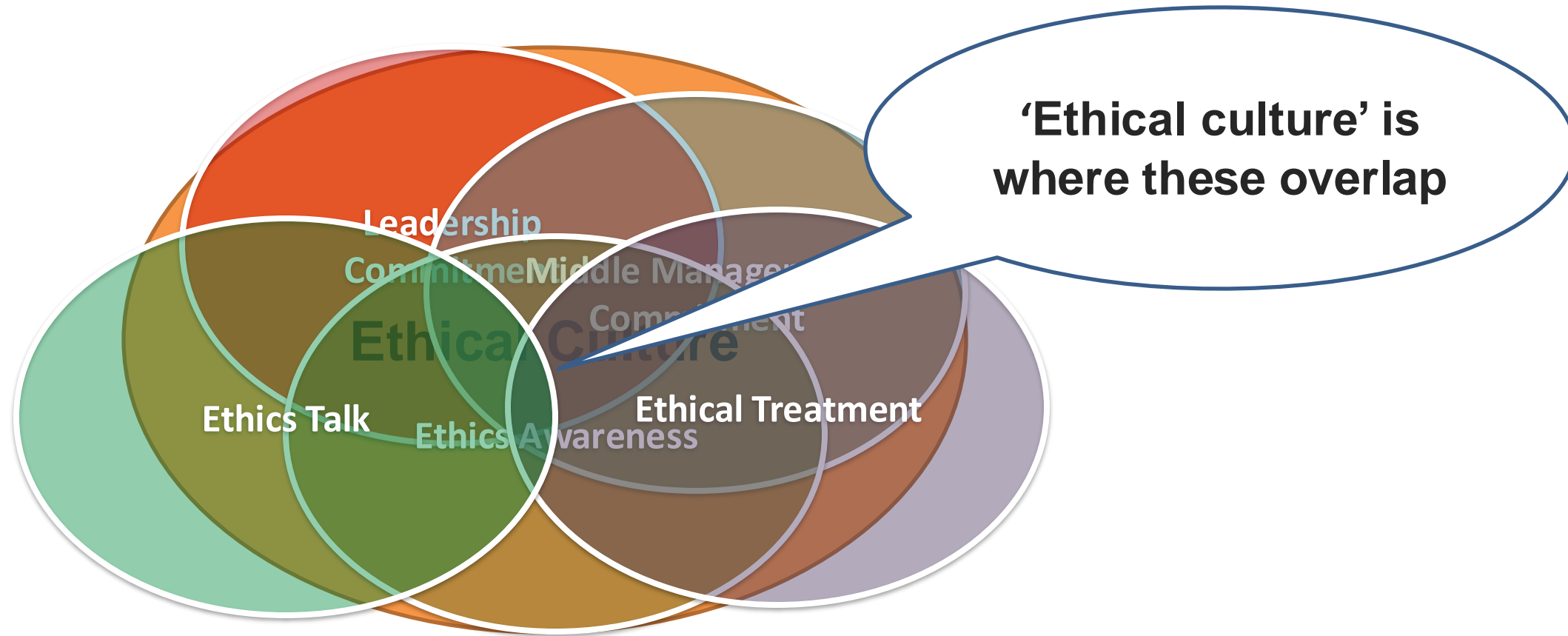
Total Score Ranking Percentile



Ethics Behaviour Risk Dimension Scores



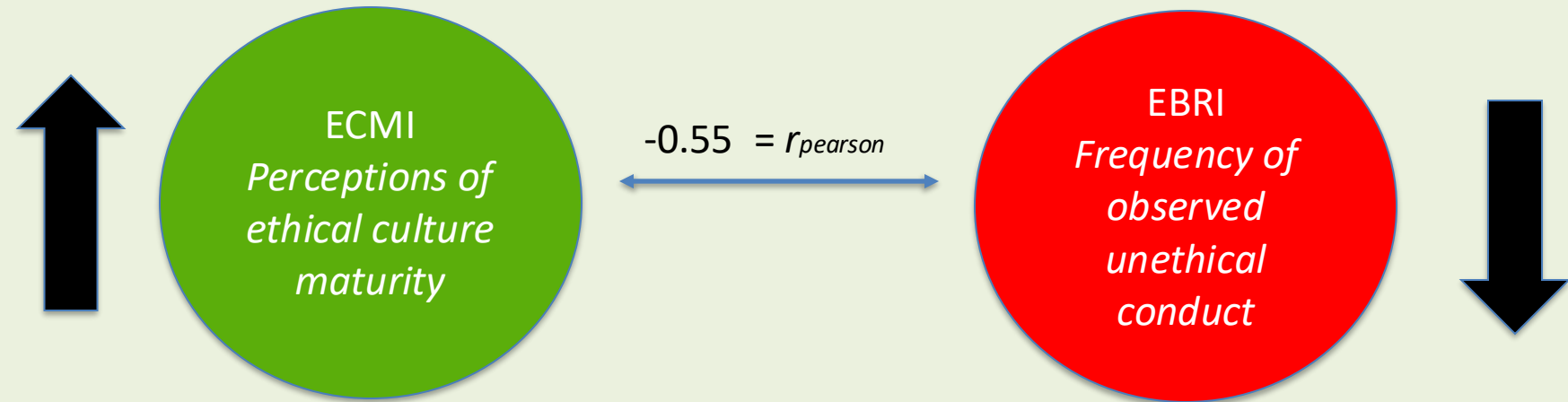
Ethical culture is not one thing ...



Testing our assumption



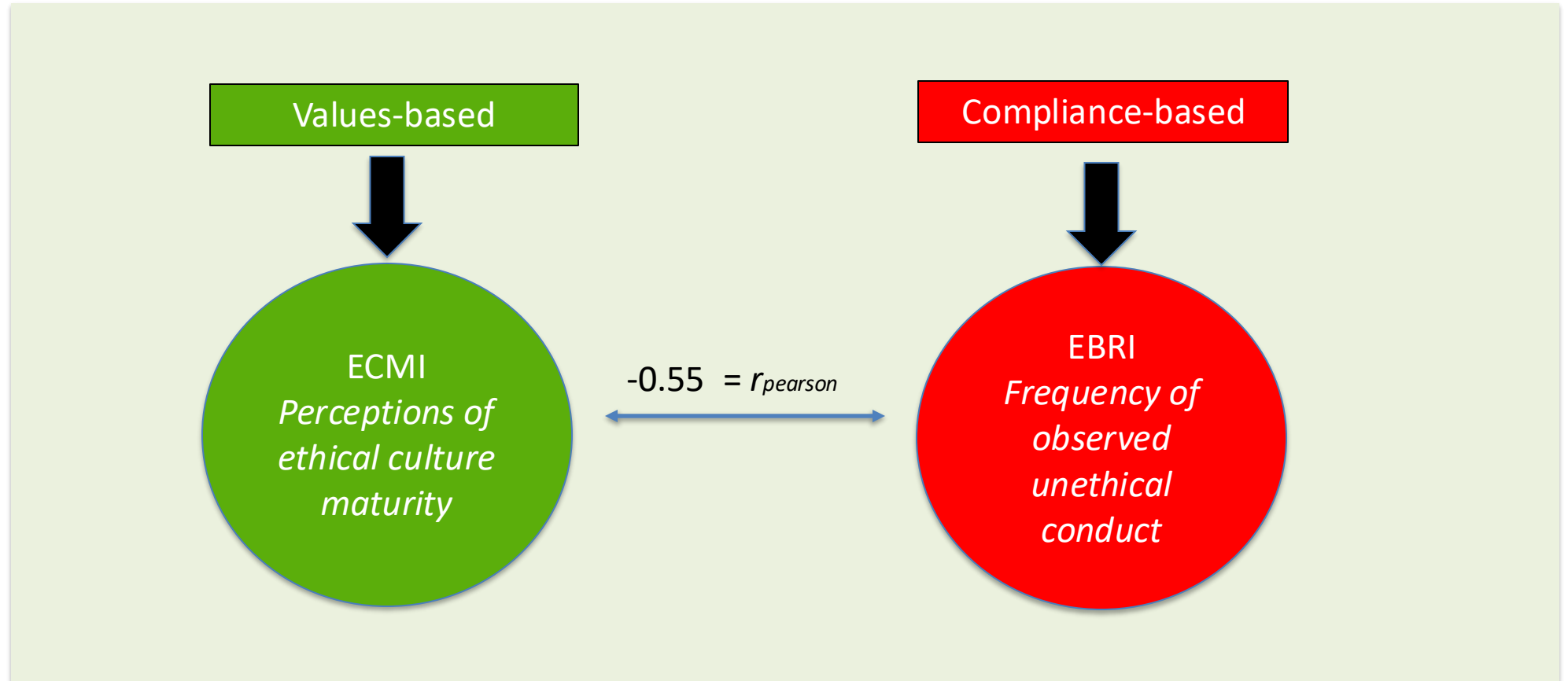
To test our assumptions, we looked at whether there was a relationship between the ECMI and EBRI results.



Is ethical culture related to conduct?



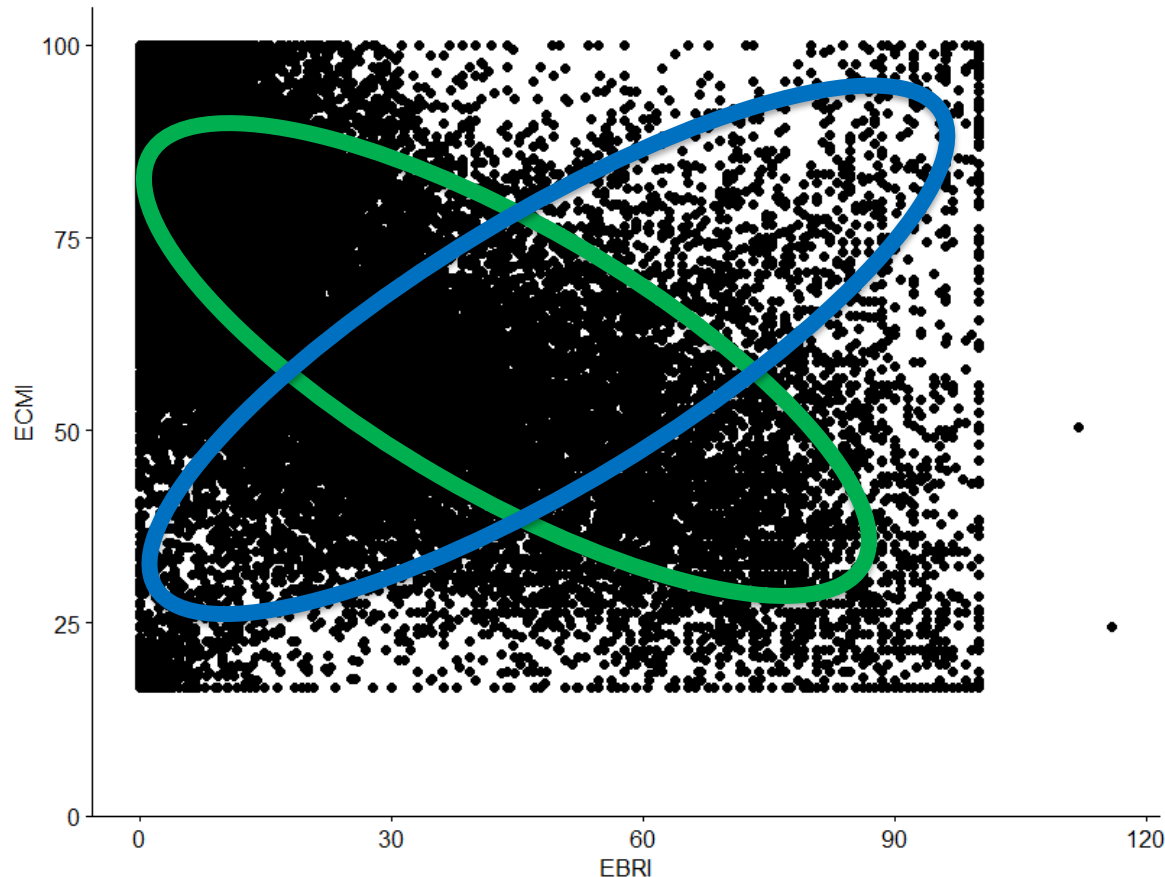
Two entry points



Is ethical culture related to conduct?



A visual inspection



- As ethical culture improves unethical behaviour reduces (linear)
- For a substantial minority this works in the opposite direction (linear)
 - Too much compliance/lack of values-based understanding (authoritarian)
 - Too little compliance and too much values-based or aspirational ethics (too little structure)
 - Both compliance and values-based ethical interventions should be used (balanced or non-linear)



Thank you

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