

ALTERNATIVE COURSES OF ACTION

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NOTES:

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SLIDE 1 - INTRODUCTORY SLIDE

You may find it important for students to understand decision making sometimes can involve then making a decision about whether or not to report questionable behaviors. Listed below is a set of actions that people can take if they become aware of questionable behaviors occurring in the organization. One or two pros and cons are presented with each.

SLIDES 2 - 5 - ALTERNATIVE COURSE OF ACTION

Slide 2 provides a listing of the eight courses of action described in this set of notes. Slides 3-5 provide a little more detail on each of these eight courses of action.

Not think about it

- **Advantage** - Avoids the danger of getting into a zero-sum game with colleagues
- **Disadvantage** - The risk of going in the wrong direction

Go Along and Get Along

- **Advantage** - Same as "not think about it"
- **Disadvantage** - Same as "not to think about it" Individuals slowly conform... maybe to the wrong direction

Protest

- **Advantage** - Individual feels good about making effort to stop unethical behavior
- **Disadvantage** - Organization disregards protest and punishes protester

Conscientiously object

- **Advantage** - Makes clear statement that one person feels that action is unethical. Person feels good about self for making effort to stop unethical behavior
- **Disadvantage** - Few organizations recognize individual rights to object. May hurt chances for rewards and advancement

Leave

- **Advantage** - Signals that organization will lose good people if unethical behavior continues. Person who leaves may join a competitor, feels better because he/she did not cooperate with unethical behavior
- **Disadvantage** - Most people are replaceable and if replacement cooperates with unethical behavior, what is gained?

Secretly Blow the Whistle

- **Advantage** - Can be very effective. If whistle-blower remains secret, retaliation cannot occur
- **Disadvantage** - Feelings of cowardice - Creation of atmosphere of mistrust - What will whistle-blower do if confronted by firm - tell the truth or lie?

Publicly Blow the Whistle

- **Advantage** - Can be effective. Whistle-blower may be treated as a hero by many
- **Disadvantage** - Organization may attack the whistle-blow - It is difficult to interact with those one is criticizing - It may be difficult to work with those who hold a grudge

Secretly Threaten to Blow the Whistle

- **Advantage** - Can be very effective. When it works, organization is not hurt by bad publicity
- **Disadvantage** - Does not permit dialogue between upper and lower managers - Might prevent injured consumers or clients from receiving remedies