**IBADAN SEMINAR, NOVEMBER, 2023 ON ETHIC**

**INTRODUCTION**

**Ethics** refers to principles that define behavior as right, goal and proper. Ethics is concerned with how a moral person should behave, whereas values are the inner judgements that determine how a person actually behaves.

Values concerns ethics when they pertain to beliefs about what is right and wrong.

Ethics describes generally accepted set of moral principles. Morals describes the goodness or badness or right or wrong of actors.

Most people have connections about what is right and wrong based on religiousbeliefs, cultural roots, family background, personal experiences, laws, organizational, values, professional norms and political habits.

Ethical values such as trustworthiness, respect, responsibility, fairness, caring and citizenship personal and professional beliefs vary over times, among cultures and among members of the same society.

Ethical behaviors and the employment relations in any work organization is very crucial for general development, the production of goods and services both for domestic consumption and international trade or exchange creation of national wealth, the attainment of political stability and the inclusive benefit of sustainable human development.

**IMPORTANT OF ETHICS IN ORGANIZATION**

* **Building Positive Culture**

An organization devoting resources to developing policies and procedures that encourage ethical actions builds a positive corporate culture. Team member morale improves when employees feel protected against relations for personal beliefs. These policies include anti-discriminatory rules, open door policies, and equal opportunities for growth. When employees feel good at work, the overall feeling in the organization is positive. This breads original loyalty and productivity because employees feel good about showing up at work.

* **Boost Consumer Confidence**

 An organization can lose consumer confidence very quickly with a few bad online reviews. Organization have to retain consumer loyalty through ethical practices that start with fair and home of advertising methods through the process. One area that organization can lose consumer confidence is failing to honour guarantees or negatively deals with complaints.

* **Reduces Financial Liability**

Organization that don’t develop policies on ethical standards risk financial liabilities. The first liability is a reduction in sales.

* **Minimize Potential Lawsuit**

The second area of financial liability is potential lawsuits. No organization is exempt from a disgruntled employees or customers who claims discrimination. Sexual discrimination in the workplace is costing CEO, politicians and celebrities their livelihood because they are not appropriately dealing with accusations and harassment claims. Organizations must maintain policies and procedures addressing various types of harassment claims.

* **Enhance a Company Reputation**

A company’s reputation for ethical behaviors can help it create a more positive image in the marketplace, which can bring in new customers through word-of-mouth referrals.

* **Retain Good Employees**

Talents individual at all level of an Organization want to be compensated fairly for their work and dedication. They want carrier development and advancement within an organization to be based on the quality of the work they do and not of on favoritism. They want to be part of a company whose management team tells them the truth about what is going on, such as when layoffs or reorganizations are being contemplated. Company who are fair and open in their dealings with employees have a better chance of retaining the most talented people.

* **Positive Work Environment**

Employees have a responsibility to be ethical from the moment they have their first job interview. They must be honest about their compatibility and experience. Ethical employees are perceived as team players rather than as individuals just out for themselves. They develop positive relationship with the co-workers. Their supervisor trust them with confidential information and they are often given more autonomy as a result.

Employees who are caught in lies by their supervisors damage their chances of advancement with the organization and may risk being fired. An extreme case of poor ethics is employee’s theft. In some industries, this can cost the business a significant amount of money, such as restaurant employees steal food the storage locker for freezer.

**EMOTIONAL INTELLIGENCE AND ETHICS IN ENHANCING PERFORMANCE.**

Intelligence been seen, defined, and measures quite differently over the years. One’s intelligence can be seen through one’s ability to learn, solve problems, plan and boycott, think and reason. Those same abilities are skills that many organizations are constantly looking for in an individual. As a result, there are many people that aim to develop those skills through attending institution such as university and college. While acquiring such abilities are good, a skill that should be emphasized learned and utilized in an ethical way is emotional intelligence.

1. **Emotional Intelligence(EI)**

Emotional Intelligenceis the ability for someone to acknowledge and realize not only their own emotions but also the emotions of others. Ethics are moral principles that govern an individual’s behaviors. What makes emotional intelligence and ethics worth acquiring and investing into is that it allows one to ethically use the intelligence to guide their thoughts and behaviors accordingly, while allowing them to manage their emotions to adopt to environments from my experience, emotional intelligence and ethics helped me uniquely in many different ways, which resulted in noticeable benefits that I found from properly making use of it on a daily basis.

By ethically using emotional intelligence in my daily activities made me realized how important it is to have, and helped me improve some key components of my life.

1. **Self-Regulation**

The biggest motive to why I constantly invest into learning and applying emotional intelligence and ethics is to someday master the ability to perfectly regulate myself in any situation presented to me. From past experiences within business and organizations, whether working with manager that was hard to deal with or working with a colleague that was always distressed, emotional intelligence and ethics helped me gain control of my thoughts and actions. By being in control, this saved me from making hasty decisions that could have later been detrimental to me or others that I was working with. Additionally, being in control allows you to deal with both normal and chaotic situations more easily and effectively.

1. **Communication and interactions**

In whatever sector of the economy that you, even at the level of family or community, it is impossible to avoid communicating and interacting with others. At same point, in your carrier, you will be required to communicate and interact with others. It is important to note that those interactions will not always go the way you expect them to go. Things that you say or do will affect the way other around you feel and react. Emotional intelligence helped me better understand and comprehend reactions that others had from our interactions, guiding me with the ability to know how to react in a given situation. This greatly assisted me when I entered into leadership and managerial positions. By being able to take other’s feeling and emotions into consideration.

1. **Decision making and emotions shares an interest relationship**. Emotions an regulate your decisions, but decisions cannot regulate your emotions. This implies that even if you know what the right decision is, your emotions can influence your mood and feelings, controlling the way you make decisions regardless of whether that decision is good or bad. Bad decisions can cause many bad outcomes that can result in major damages, which some being nearly impossible or impossible to repair. To prevent your feelings from interfering with your actions and decisions, you need to be able to make decisions by regulating your emotions which can be achieved through emotional intelligence.
2. **Stability**

The mental state that you are can affect your decision making, the teams’ dynamics, coordination of tasks and activities, people management, communication, responses in scenarios, ability to react to emergency situations and many more. Other aspects having stability is very important, especially those that take on leadership and managerial positions, because based on how mentally stable you are will determine how you think, the decision you will make, how you respond and react to news and events, and your relationship with colleagues and co-workers.

**REACTIVE/PROACTIVE LEADERS**

Exceptional refers to something that is outstanding, remarkable, or extraordinary in its quality, performance or achievement.

Exceptional can also refer to people who possess exceptional qualities or abilities, such as intelligence, creativity or leadership skills.

Mediocre, on the other hand, refers to something that is average, ordinary, or unremarkable in its quality, performance, or achievement. Mediocre can also refer to a person who lacks exceptional qualities or abilities.

Mediocre leaders lead reactively in response to others while great leaders lead proactively.

**FINDING YOUR POWER**

**Skill #1 – THIRD EYE**

* Self-awareness
* Notice when I am not being effective-not getting desired result
* What’s my part of the mess
* Take responsibility for my contribution to the results
* Find myself in the results I get
* Anytime we think the problem is “out there”, that thought is the problem

**Practice**

* Am I being effective? Am I getting the results I want?
* If not, how am I contributing to the results?

**Skill #2 – PAUSE**

* Between stimulus and response, there is a gap
* Get off automatic pilot

**PRACTICE**

* Notice automatic reactions. Notice patterns of my reactions.
* Learn to pause when I tend to automatically react.

**Skill #3 – CHOICE**

* My choice is where I havepower
* I always ahave a choice ……………………always!
* Sometimes, I don’t notice my choice (go back to third eye and pause)
* Critical choice: whether to focus on sphere of influence or sphere of concerns.

**PRACTICE**

* Learn to notice and name my choice, and alternative options.
* Focus on sphere of influence.

 POWER

 STIMULUS RESPONSE

CHOICE

**FINDING YOUR POWER: EMOTIONAL INTELLIGENCE SUMMARY**

RECOGNITION REGULATION

SELF AWARENESS SELF MANAGEMENT

|  |
| --- |
| 1. Being able to label and set aside emotions that overtake you and put you in a reactive state.
2. The ability to stay flexible and positively direct your behavior
 |

|  |
| --- |
| 1. Being aware of your own emotions as they happen, and noticing how you typically respond.
2. Having a deep understanding of yourself including strength, limitations, values and goals.
 |

SELF

 SOCIAL RELATIONAL

 AWARENESS EFFECTIVENESS

|  |  |  |
| --- | --- | --- |
| 1. The ability to accurately pick up on emotions In other people and get what is really going on
2. To empathize with what other people are thinking and feeling even if you don’t feel the same way
 |  | 1. The ability to respond to chaos and to manage interactions successfully including conflict.
2. The ability to anticipate needs and positively influence the emotions and actions of others.
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**OTHERS**

“Before people decide what they think of your message, they decide what they think of you”.

“The only thing you can really control is how you react to things out of your control”.

BassamTerazi

**CONCLUSION**

The value of ethics molds a person into a more responsible and determined individual. It impacts all the activities of their day-to-day life. It is more significant in the workplace as it directly impacts the jobs quality and output. People naturally become more productive when they respect the work and the workplace. They use the company resources, value time, show better performance levels, and drive the company towards success.

**LEKE SUCCESS, JP**

**IBADAN, NOVEMBER, 2023**