

University of Maryland

Project Management Symposium

NEXT SESSION

What's Your Integrity Quotient?

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PROJECT MANAGEMENT
CENTER FOR EXCELLENCE

A.J. CLARK SCHOOL OF ENGINEERING
Civil & Environmental Engineering Department

This session will be recorded.

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What's Your Integrity Quotient?

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Adjunct Instructor



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Framed by Two Stories





Integrity Quotient





Why It Matters...

- Trust
- Decision rules are clear-ish
- Cost to businesses – the 10 largest...



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How Are You Doing?

Well?



A decorative graphic consisting of three overlapping, stylized arrow shapes pointing to the right. The top arrow is yellow, the middle is red, and the bottom is black.

Obstacles to Higher IQ₂

- Lack of confidence, knowledge of own values
- Feels judgmental
- Everyone else does it
- I have to fit in with my organization's values
- False dichotomy conviction
- Lack of process knowledge



Enablers of Higher IQ₂

- Talk about values
- Stories
- Acknowledging the difficulties
- Disable false dichotomy thinking
- Model values-based decision-making
- Reward & recognize values-based decision-making





Competing Values: Thought Experiment

- Story #1 – Man comes to the door, hide me
- Story #2 – pursued by man who says he hurt his child
- Story #3 – the child is a 10-year-old girl
- Story #4 – who is in the hospital



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False Dichotomy Thinking





In Closing...

I have to live with myself and so

I want to be fit for myself to know

I want to be able as days go by

Always to look myself straight in the eye





Selected References

- <https://worldsmoethicalcompanies.com/new-companies/>
- Intelligent Disobedience by Ira Chaleff
- Competing Values Framework
 - <https://www.mindtools.com/aydu02k/the-competing-values-framework>
 - Competing Values Leadership: Creating Value in Organizations by Cameron, Quinn, et al





Evaluate Session

