

INTEGRITY & OPENNESS

47. The members of this team demonstrate personal integrity

CONVERSATION STARTERS FOR TEAM DIALOGUE

- How is personal integrity demonstrated by members?
- How do we handle perceived lapses in personal integrity of team members?
- How does a team member express when a team action challenges his/her personal beliefs about integrity?



Doing the 'right' thing

TrustTalk™

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SUGGESTED TO-DO'S

- Ask team members for feedback on how they see you. Be open to the fact that people's perceptions vary. For example, if you have a tendency to over-commit because you are trying to keep others happy, those who don't get what they are promised may instead question your integrity.
- If you wonder about another team member's integrity, question first if you are judging the situation through too narrow a frame. Think about it from as many perspectives as possible before judging their behavior negatively.

Leader: One of the first ways to increase how others assess your personal integrity is to constantly monitor your saying/doing gaps. What do you say you do/believe/value and then how does it match with what you really do? People will always believe what you do vs. what you say.