

Exploring Leadership

PERSONAL LEADERSHIP: INTEGRITY

Integrity means doing the right thing for the right reason, not for a reward or attention but simply because it is the right thing to do. It shows Integrity when a person's actions support their values, regardless of how this makes other people react.

CONVERSATION STARTERS:

- Everyone would cheat if there were no controls and punishments. Do you think this is true? Why or why not? Can you give a real-life example to support your answer?

People with Integrity are viewed as role models and are more likely to be considered for important promotions and leadership positions. Having Integrity means that you live in accordance with your deepest values. To develop and protect your Integrity, start by identifying those values.

EXPLORATION ACTIVITY:

Divide participants into teams of five. Instructions: You are members of a youth soccer league, and you must decide on your team's primary value. In other words, what is the most important thing about youth soccer? Is it most important to win at all costs, or is sportsmanship the main goal? Is teamwork the most important lesson or is it personal development? What about player self-esteem? As a team, identify the most important value of your youth soccer league. This is the value you will use to evaluate your Integrity.

FACILITATOR TIP:

- Copy and cut out the situation cards ahead of time.
- Each group may come up with different responses. The point is that in order to maintain Integrity, one must be clear on what one's values are.

KEY OBJECTIVES:

- Review the elements of Integrity.
- Determine actions that illustrate a strong sense of Integrity in response to an ethical dilemma.

WHAT YOU'LL NEED:

- Enough sets of the situation cards (see Appendix) for each group of five.

- [Facilitator: Allow a few minutes for this discussion, then hand each group member a different situation card to read to themselves. They should not share information from their cards with others yet.]
- Read your card that describes a character's situation in a youth soccer game and decide for yourself what your character should do to show Integrity.
- Then share your card with your team and work as a group to answer the questions on the card for each of the five characters.



REFLECTION QUESTIONS:

- Did your team answers support the main value of youth soccer that you identified before the cards were handed out?
- Did knowing all the other characters' points of view change the way you answered the questions for your character? Why or why not?
- Which characters face the greatest consequences by maintaining their Integrity and the Integrity of the game? Why?
- Did all the members of your group agree on a course of action for each character?

APPLICATION DISCUSSION:

- How can you maintain your Integrity if your personal values differ from team values?
- What are your core values? What would it take to get you to compromise them?



CONCLUSION:

It is not always easy to live with Integrity. You must know your values and analyze every choice you make to ensure that you're honoring them. But when you live with Integrity, you avoid the awkward compromises faced by those without the courage of their convictions. Try to develop a culture of integrity around you: build your self-confidence and develop relationships with others who also live with Integrity.

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REFERENCES

- <https://www.mindtools.com/pages/article/integrity.htm>
- https://www.learningtogive.org/sites/default/files/handouts/Integrity_Scenarios_choices.pdf
- <http://kddcteacherlounge.pbworks.com/w/file/attach/49799706/Integrity%20Scenarios.pdf>
- https://www.unodc.org/documents/e4j/FunCorner/ZorbLessonPlans/Zorbs_Solving_ethical_dilemmas.pdf
- <https://fun-corner.unodc.org/e4j-fun-corner/en/watch.html>



APPENDIX:

Nicole: You, Ernesto, and Sarah are playing on the same soccer team. The score is 0-0 and there are three minutes to go in the game. You get a great pass from Ernesto and have a chance to score a goal. You head the ball, but it also hits your hand. You score a goal. Your team cheers and everyone congratulates you. The referee does not say anything. If the goal is ruled out, your team will be out of the tournament because you have lost nearly all your matches so far this season.

What would you do? What value does your decision support? Does this response maintain your Integrity? What are the potential consequences?

Ernesto: You are Nicole's best friend and you are playing on the same soccer team. The score is 0-0 and there are three minutes to go in the game. Nicole gets a great pass from you and heads it towards the goal, but you see that she touches the ball with her hand before scoring. Neither the players nor the referee seem to have noticed. If the goal is ruled out, your team will be out of the tournament because you have lost nearly all your matches so far this season.

What would you do? What value does your decision support? Does this response maintain your Integrity? What are the potential consequences?

Coach Albert: You are the coach of Nicole's, Sarah's and Ernesto's soccer team. The score is 0-0 and there are three minutes left in the game. You see that Nicole scores a goal. It looked like she scored the goal with her head, but you think that she might have touched the ball with her hand as well. You are not sure. If the goal is ruled out, your team will be out of the tournament because you have lost nearly all your matches so far this season.

What would you do? What value does your decision support? Does this response maintain your Integrity? What are the potential consequences?

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- <https://fun-corner.unodc.org/e4j-fun-corner/en/watch.html>



APPENDIX (CONTINUED):

Sarah: You, Ernesto and Sarah are playing on the same soccer team. The score is 0-0 and there are three minutes to go before the end of the game. You are not really a friend of Nicole. You see that she scores a goal but you think that she might have touched the ball with her hand. Neither the players nor the referee seem to have noticed. If the goal is ruled out, your team will be out of the tournament because you have lost nearly all your matches so far this season.

What would you do? What value does your decision support? Does this response maintain your Integrity? What are the potential consequences?

Janet: You are Nicole's mom. You are watching your daughter play a soccer match. The score is 0-0 and there are three minutes to go. You see Nicole get a great pass from Ernesto and score a goal. She headed the ball but you are sure she also touched it with her hand. Neither the players nor the referees seem to have noticed. If the goal is ruled out, your team will be out of the tournament because you have lost nearly all your matches so far this season.

What would you do? What value does your decision support? Does this response maintain your Integrity? What are the potential consequences?

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