

# Integrity in the Workplace with insights from Rod Handley, Founder and President of Character that Counts

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## Video Notes

## Discussion Questions

1. What are your takeaways from this video? What impacted you the most?

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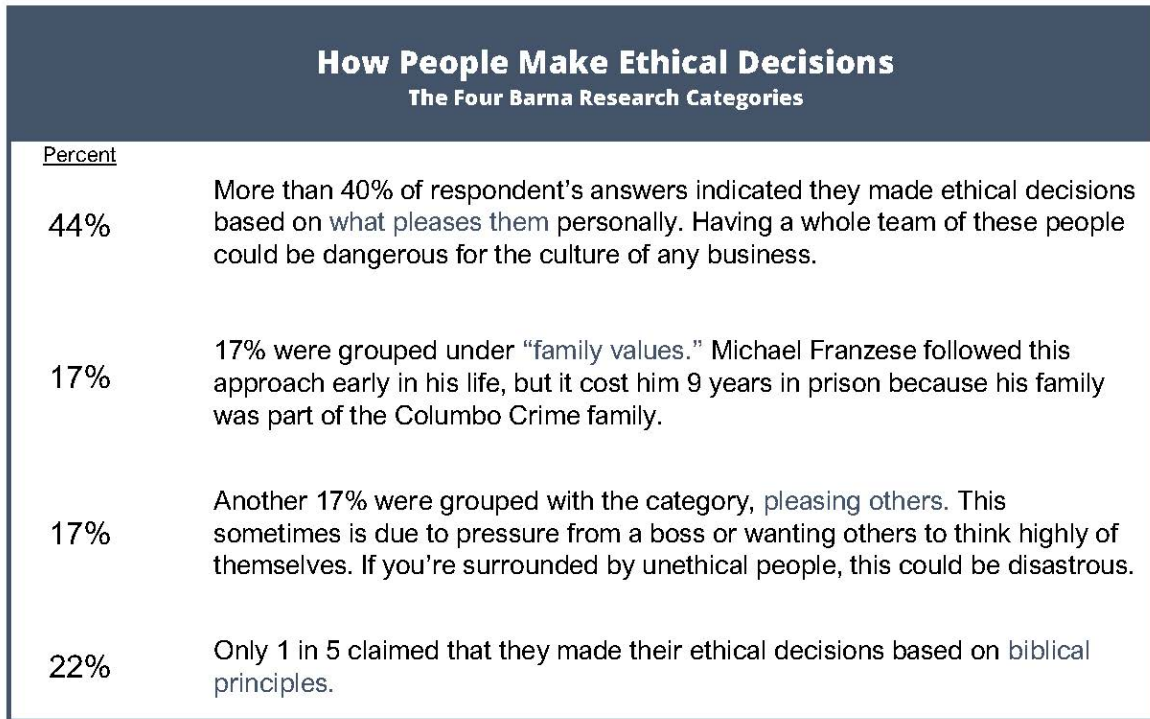
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2. As Rick mentioned in the video, the definition of integrity is the “strict adherence to a moral code of ethics”... but whose ethics? As you can see in the esteemed Barna Research results below, there is a very wide variance on what a moral code may look like.



- a. What is your reaction to the Barna Research findings?

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**Fear The Lord:** Deuteronomy 10:12 *“And now, Israel, what does the Lord your God ask of you but to fear the Lord your God, to walk in obedience to him, to love him, to serve the Lord your God with all your heart and with all your soul,”*

3. Share with the group an example of the types of ethical decisions most likely to surface in your industry.

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4. **How have you fared with those decisions? Do you have any regrets?**

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5. **Many poor decisions are made when people are exhausted, hungry, or depressed. Have you made a decision while in one of those states of mind? If so, how did it work out?**

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6. **What steps might you take to prevent yourself from getting caught in such a situation?**

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7. **How can you apply this lesson to your team or business to better build an ethical culture for the future?**

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## **Rod Handley Interview**

1. **Accountability is obtained by being honest with God, with others, and with ourselves. Which is the most difficult, and why?**

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2. **Why do some business leaders pass on being held accountable?**

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3. **What is attractive about an accountable business leader?**

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## **A Suggested Decision-making Process**

1. Gather all pertinent facts
2. Identify all parties who might be impacted (don't forget God)
3. Pray for wisdom and clarity
4. Be creative to identify all options possible (see Daniel 1)
5. Identify ethical issues and potential consequences of all options
6. Research Biblical mandates or principles that may apply
7. Ask yourself the following questions:
  - a. If the amount involved was only \$100 would my decision be different?
  - b. If the whole story surfaced in the news would others be proud of me or ashamed?
  - c. What action do I believe God is hoping I will take?
8. Make your best decision then transparently communicate with all impacted parties

## Going Deeper

This section is an extension of the above materials and is designed to give you a deeper study/devotion on your own. The Bible is the best resource that can be used to guide our personal and business lives in order to glorify God. In this segment you will be provided a scripture and then you are to relate in your own words how to live it out in your business practices or give an example of how it has changed your practices.

**Leviticus 25:14** *“And if you make a sale to your neighbor or buy from your neighbor, you shall not wrong one another.”*

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**Proverbs 11:1** *“A false balance is an abomination to the Lord, but a just weight is his delight.”*

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**Proverbs 24:27** *“Prepare your work outside; get everything ready for yourself in the field, and after that build your house.”*

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**Proverbs 22:26** *“Be not one of those who give pledges, who put up security for debts.”*

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**Matthew 15:18-20** *“But what comes out of the mouth proceeds from the heart, and this defiles a person. For out of the heart come evil thoughts, murder, adultery, sexual immorality, theft, false witness, slander. These are what defile a person. But to eat with unwashed hands does not defile anyone.”*

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**Proverbs 10:4** *“A slack hand causes poverty, but the hand of the diligent makes rich.”*

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**Leviticus 19:13** *“You shall not oppress your neighbor or rob him. The wages of a hired servant shall not remain with you all night until the morning.”*

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**Leviticus 23:22** *“And when you reap the harvest of your land, you shall not reap your field right up to its edge, nor shall you gather the gleanings after your harvest. You shall leave them for the poor and for the sojourner: I am the Lord your God.”*

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**Proverbs 19:17** *“Whoever is generous to the poor lends to the Lord, and he will repay him for his deed.”*

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