How do you define integrity?

DEFINING INTEGRITY

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<th>Synonyms</th>
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Why Integrity?

“Integrity isn’t just doing the right thing when no one is looking. Integrity is doing the unpopular but right thing when the pressure is on and everyone is looking.”
—Gerry Zack, SCCE & HCCA CEO

Personal Honesty

• Cultures and Norms
• Authentic Leaders

“They don’t recognize the incredible freedom that can come from simply being who you are in the world, instead of trying to create a narrative of a fake self that others will approve of.”
—Joel A. Rogers
The Bias Effect

- Confirmation Bias
  - What is it?
  - How do you overcome it?
- Decision-making Process
- Techniques to Combat Biases

ROY-ISM
Confirmation bias is integrity’s kryptonite.

The Truth and Civil Debate

What is civil debate?
• Individual Integrity
  • A strong conviction to your moral principles

Truth Honesty
  • Speaking and acting consistent with your morals

Moral Reasoning
  • Assessing right from wrong
  • Applying your morals to the facts and make ethical decisions

Critical Thinking
  • Gather Facts
  • Talk to subject matter experts
  • Engage in Civil Debate to find the truth

Overcoming Bias and Conflicts of Interest
  • Consider, study and research the opposite conclusion you “want” to come to.

Being Genuine, Who You Are and Honest With Yourself
  • It is difficult to build integrity on a foundation of pretending to be someone you are not.

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**Principles of Civil Debate**

Before debating, describe your opponent’s position to them until they think you have it right.

Take joy in your opponent’s ability to make a good point and tell them when they do.

Take a break or ask to meet another time if either one of you become too frustrated.

Avoid questioning motives, assume their disagreement might just be a lack of understanding.

Use their disagreement as a seed of an idea to refine or clarify your point.
The Truth and Civil Debate

“Getting to the truth is much easier if I check my agenda at the door, am willing to listen, and treat others in the room with dignity and respect, regardless of whether I think that they deserve it or not.”
—Dan Roach

Critical Thinking—Integrity’s Best Tool

- Recognizing Bias
- Authenticity
- Truth & Civil Debate
- Critical Thinking
“The following critical thinking process is the multi-tool for having integrity when making decisions. Keep it by your side.”
—Roy J. Snell