

Ethical Weather Report

Step 1: Complete the following questionnaire using the organization in which you are working or one in which you have worked. Beside each statement, write the number from the scale that accurately reflects your knowledge and experience with the company.

Completely False 0	Mostly False 1	Somewhat False 2	Somewhat True 3	Mostly True 4	Completely True 5
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- _____ 1. In this company, people are expected to follow their own personal and moral beliefs.
- _____ 2. People are expected to do anything to further the company's interests.
- _____ 3. In this company, people look out for each other's good.
- _____ 4. It is very important here to follow strictly the company's rules and procedures.
- _____ 5. In this company, people protect their own interests above other considerations.
- _____ 6. The first consideration is whether a decision violates any law.
- _____ 7. Everyone is expected to stick by company rules and procedures.
- _____ 8. The most efficient way is always the right way in this company.
- _____ 9. Our major consideration is what is best for everyone in the company.
- _____ 10. In this company, the law or ethical code of the profession is the major consideration.
- _____ 11. It is expected at this company that employees will always do what is right for the customer and the public.

Step 2: Score your answers by adding up your responses to 1, 3, 6, 9, 10, and 11. Write the sum under Subtotal 1 below. Now reverse the scores on questions 2, 4, 5, 7, and 8 (5 = 0, 4 = 1, 3 = 2, 2 = 3, 1 = 4, 0 = 5). Add these reverse scores (i.e., number value) and write the sum in Subtotal number 2. Now add Subtotal 1 with Subtotal 2 for your overall score. The total score ranges between 0 and 55. The higher the score, the more the organization supports ethical behavior.

Subtotal 1 _____ + Subtotal 2 _____ = Overall Score _____

Step 3: Write a paragraph explaining your organization's ethical profile: Why is it the way it is? Offer specific steps you would recommend in your organization's cultural dimensions, leadership, policies, or procedures that would either enhance its already ethical climate or help change the climate.

SOURCE: Reprinted from *Organizational Dynamics*, Autumn/1989, J.B. Cullen, B. Victor, C. Stephens, An Ethical Weather Report Assessing the Organization's Ethical Climate, © 1989, with permission from Elsevier.