

- Be a role model of values and ethics of the organization for sector
- Foster a climate of trust and respect for others' principles
- Make explicit efforts to incorporate employment equity practices into the sector's HRM plans
- Apply sound business and management ethics when pursuing sector's goals

- Build values of the organization into programs, service and policies
- Reflect on and enable organizational values within the directorate
- Do (and be perceived to do) the right thing

Public Service Courses

- *Ethics and Conflict Interest* (Health Canada).

On-the-Job Actions to Develop in this Area

- Write down what you want your ethics to be on the left-hand side of a page (i.e., "I want to be known as a fair manager"). Then on the right side write down what someone with that value would and would not do (i.e., "Would hold everyone to the same standards"/ "Would listen to everyone's ideas"). Have someone you trust check it over to see if you are on the right track. Then start to consistently do the things you have written on the right-hand side.
- List five common areas where values clash for you at work or in your personal life and describe how you deal with these situations. Talk to people who would go the other way and begin to see more complexity in the issues.

