

Mentorship Modules

Discussion Guide 3: Addressing Ethics in Leadership

Adapted from Dr. Peter G. Northouse's [*Introduction to Leadership Concepts and Practice: 5th Ed.*](#)

Your previous meetings up to this point may have focused on the strengths and ideas that make you an *effective* leader, but it is just as important to understand the *moral* dimensions of how you view leadership. The purpose of this meeting is to explore your understanding of ethics, and how you've encountered ethical (and unethical) leadership.

Discuss

Ethical leadership maintains a focus on the morals and values that guide the actions and decision-making of leaders. A leader's ethical framework involves six components:

- **Character:** the moral qualities, disposition, and core values of a leader.
- **Actions:** how a leader goes about achieving goals.
- **Goals:** what a leader hopes to achieve through influencing others.
- **Honesty:** the level at which a leader prioritizes transparency and open communication.
- **Power:** the capacity to influence others and impact their beliefs and behaviors.
- **Values:** the ideas, beliefs, and modes of action that guide a leader.

Questions to consider with your mentor/mentee:

- What do each of the above components look like in action?
- What level of importance does ethical leadership hold in your field?
- What are some of the ethical challenges that have been faced by leaders in your field?

Discover

Take the "[Ethical Leadership Styles Questionnaire](#)." How did your results compare to your previous perception of your guiding ethics? Reflecting on your life events, role models, and values, what factors could have played a role in developing your ethical framework?

Develop

Spend the next several weeks observing both your own leadership and the leadership of those around you, intentionally looking for how ethics may play a role in decision-making. As you identify ethical styles that differ from your own, reflect on the strengths and weaknesses of utilizing different ethical styles in decision-making and leadership.

NOTE: The next session is "Choose Your Own Adventure." It is strongly recommended to discuss **now** with your mentor/mentee which topic you would like to focus on in case there is any pre-work that would be helpful to do.