**SOCIAL LITERACY : EXERCISES**

Module (title and number): ***personal integrity: EXERCISE N° 1***

**INTRODUCTION :**

Personal integrity is the quality of being honest with yourself and others, and living a life that is aligned with your moral principles. Developing personal integrity requires examining your beliefs and value system, and taking conscious steps to behave in ways that are consistent with your personal moral code. Here are some ways to develop personal integrity

**1)Identify aspects of your behavior that require change**. Reflect on your interactions with others in the workplace, at home and in social situations to determine specific areas in need of improvement. For example, if you are late for work every day and feel guilty about creating excuses for this behavior, this may be an opportunity to develop greater personal integrity.

**2)Determine your reasons for not behaving with greater personal integrity**. For example, you may be pushing unpleasant work tasks on to other employees instead of being honest with your boss about your inability to do the tasks. You may be afraid to admit to yourself or to your boss that you do not possess the right skills or that the job is not the right fit for you.

**3)Face the obstacles that cause you to lie or violate your moral code**. This might involve finding a more suitable job, facing your fears about how others may perceive you and/or seeking out counseling to address emotional challenges and insecurities.

**4)Practice truthfulness**. Consider all of the relationships at home and work that will benefit from greater truthfulness. For example, if managing a team of employees, be honest and direct with each individual about your expectations and employee performance. Avoid backbiting or gossiping.

**5)Make a list of tasks and behaviors in which you will become more trustworthy**. The list might range from basic tasks, such as taking out the trash as promised to repaying large sums of money in a timely manner.

**6)Enlist the help of others**. Colleagues, relatives and friends who know you well and have your best interest at heart can assist your progress by providing objective feedback on a daily basis about the personal changes you are making.

*“Frequently changing your mind on big issues is something that can greatly affect your level of integrity. Politicians are constantly accused of having little or no integrity because they change their viewpoint or try to please the public or special interest groups.*

*Having integrity is also about truth : choose views and take a stand on issues that you can stick with. Having integrity means being true to yourself and what you believe. Of course there are some universal truths that apply to moral character such as not abusing or killing other people or not stealing and so on but other areas are not so black and white.*

*Improving your integrity is a journey of self exploration. You cannot use the example of others around you because it is a highly personalized process, and as was mentioned earlier the people around us might not be the best examples to go by anyway. As long as you develop a strong moral foundation and maintain your convictions your integrity should never be in question even if your beliefs are”*

1. Module (title and number):
2. **Exercise name**: WHAT IS MY INTEGRITY LIKE ?
3. **Purpose:**

Participants will have to choose 2 main points among the following ones and make a complete exercise according to the methodology proposed by the trainer :

- Identify aspects of your behavior that require change

- Determine your reasons for not behaving with greater personal integrity

- Face the obstacles that cause you to lie or violate your moral code

- Practice truthfulness

- Make a list of tasks and behaviors in which you will become more trustworthy

- Enlist the help of others

1. **Duration/Time frame**:

60 mn

1. **Participants:**

Public staff welcoming people and working with a team of colleagues

1. **Group size:**

4/6 (it can be more)

1. **Material:**

Paper and paper-board

1. **Methods:**

Individual and team work

1. **Description:**

Each participant chooses 2 points and find examples or situation that can illustrate the problem or the topic. He makes the list on the left part of the page and put solutions to match each items.

An important point is to be able to put a date for each decision such as : “immediately”, “within a week” , “within a fortnight”, etc… in order to respect a sort of time-table and a check point.

1. **Advice for Trainer :**

If some participants have difficulties to find examples or make a list, the trainer will ask other to imagine some situations (even if they did experiment it directly, but they can take examples of colleagues)

1. **Source/Literature**: various researchers, INSUP trainers appropriated some sources and made a melting pot
2. **Handouts** : a moral guideline to refer to.
3. **Contributor** (partner): INSUP