Newsletter_6_Piyush_Kamal_Ex-IRS

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Today in my **sixth newsletter,** I'm analyzing the **Traits of Ethical Leaders.**

A Few Defining Traits of Ethical Leaders

1. They feel sacrosanct about rules and regulations

Ethical leaders follow the defined path. The rules and regulations are sacrosanct for them. They accept the results and do not deviate from the defined path because the results are not rewarding.

They see the long-term goals and keep organizational ethics and values more important than short-term gains or rewards.

Of course, that doesn't mean they are less creative or less innovative. They are willing to change if the path is built on righteousness.

2. They are clear in their convictions and are communicative about them

Ethical leaders don't have anything to hide. They are clear about their purposes, strategies, and hence communicate them in clear terms so that everyone in the system understands them in no uncertain terms.

They don't give any scope for being misunderstood either in their speech, words, and actions.

They are almost 'no-nonsense' persons. They understand that gossips are the gateways to unwarranted fake credentials.

"A 'No' uttered from the deepest conviction is better than a 'yes' merely uttered to please, or worse, to avoid trouble." Says **Mahatma Gandhi.**

3. They are firm but not rude

The persons with an ethical understanding don't let things drift so that they might need redressal.

They are firm in their thoughts, strategies, communications, and actions, but they do ensure that they are not misconstrued as rude.

They don't wait to please anyone.

"When firmness is sufficient, rashness is unnecessary," says **Napoleon Bonaparte.**

4. They keep themselves away from negativities

With the firm intent of being ethical, they keep away from people, relationships, actions, and meetings wherein they can be trapped in unethical discussions, temptations, and practices.

They understand that 'such evils have to be nipped in the bud.' When encountered, they are good counselors to let the people know the aftereffects of the unethical practices.

They understand the meaning of the saying, "Negativities effect only if you are in the same frequency. Therefore it makes more sense to vibrate higher."

5. They are good time managers

Red tape is a great threat to ethical leadership. Delays and deferred actions are the seeds of corrupt practices and lead to misuse and abuse of power.

Hence, they are careful about their schedules of work and ensure timely management of the work.

They know well the significance of the saying of **Jim Rohn**, "Either you run the day or the day runs you."

6. They exhibit a high degree of emotional intelligence

As they are likely to be challenged off and on, and as they can be put into conflicting situations to achieve the personal goals by other individuals both inside or outside the team, they have to maintain an equipoise.

They learn the art of responding than reacting; they manage their tempers with confidence and conviction.

They focus on the issue rather than on the people. They don't tend to carry the burden of multiple events in their heads, as they get relieved once the execution and its objectives are ethical.

7. They gain expertise in Crisis Management

Crisis Management is a periodic issue with people who look for ethical leadership. Due to their strong belief systems, convictions, practices, and lifestyles, they are often the targets for misrepresented problems in organizations.

They need to deal with certain articulated crises with a sense of poise, responsibility, speed, and conviction.

They understand that "In crisis management, go quick with the facts and slow with the blame."

They don't waste their time doing a post-mortem of the events while handling the crisis as their priorities are well defined. They often enjoy letting the events themselves expose the actors behind.

8. They carry their exit in their heads

Given that they are non-compromising in their basics, they know fully well that there could emerge an occasion or an event any day when they are not dealt with fairly or their ideals and honesty are not celebrated before paltry gains of their organization.

On a few occasions, their superiors see them as the potential roadblocks against their personal growth in unfair ways.

They might have to face unforeseen drama without a rehearsal in the organizational theatre. Hence, they willingly carry their exit card in their heads and have the courage to walk out with a smile. They are aware that " No matter how hard the past is, you can always begin again."

There is no check-box for Ethical Leadership. It is an ongoing individual and organizational journey.