



Harris & Lee Environmental Sciences, LLC

ETHICAL MENTORING

**California Industrial Hygiene Council Conference
San Francisco**

December 9, 2015

www.hlenv.com

Talk Outline

- ▶ Mentoring 101
- ▶ Application of ethics to mentoring
- ▶ Qualities of an Ethical Mentor
- ▶ Ethical Scenarios to consider



Mentoring 101

- ▶ An experienced and trusted adviser



Mentoring 101

- ▶ Modern Mentoring *“is largely about helping people with the quality of their thinking about issues important to them – in particular to their career and to their personal identity”*
 - David Clutterbuck
- ▶ Definitions of mentoring are changing
 - But not the NEED for mentoring

Mentoring Myths.....Busted

- ▶ #1. You have to find one perfect mentor
- ▶ #2. Mentoring is a formal, long-term relationship
- ▶ #3. Mentoring is for junior people
- ▶ #4. Mentoring is something more experienced people do out of the goodness of their hearts

Source: Demystifying Mentoring. Amy Gallo. Harvard Business Review. Feb. 1, 2011

We all Need Mentoring



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Ethics Reviewed

- ▶ The basic concepts and fundamental principles of decent human conduct. It includes study of universal values such as the essential equality of all men and women, human or natural rights, obedience to the law of land, concern for health and safety and, increasingly, also for the natural environment. See also morality.

www.businessdictionary.com



ABIH Code of (Professional) Ethics

- ▶ As professionals in the field of industrial hygiene, ABIH certificants and candidates have the obligation to: maintain high standards of integrity and professional conduct; accept responsibility for their actions; continually seek to enhance their professional capabilities; practice with fairness and honesty; and, encourage others to act in a professional manner consistent with the certification standards and responsibilities set forth

Professional Ethical Practice

IH Technical Practice

- ▶ **Anticipate**
- ▶ **Recognize**
- ▶ **Evaluate**
- ▶ **Control**

IH Ethical Practice

- ▶ **Anticipate**
- ▶ **Recognize**
- ▶ **Avoid**
- ▶ **Resolve**

“The single largest problem in ethics is the inability to recognize ethical issues”

Rushworth M. Kidder, Ethicist

Association Management – October 1999

Enter, the Ethical Mentor

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Qualities of an Ethical Mentor

- ▶ Has some wisdom from making difficult choices in their career
- ▶ Appreciation of their own imperfection
- ▶ Ability to reflect
- ▶ Can stay unemotional in providing input
- ▶ Non-judgmental

- D. Clutterbuck, Step Forward the Ethical Mentor, 2013

Some Ethical Scenarios to Contemplate



Scenario #1

You are drinking at a professional conference with a close IH colleague. In an inebriated state he feels the need to unburden years of guilt upon you. He mentions that he completely falsified his ABIH CM worksheet back in 1998. It had slipped through the cracks without an audit. In fact, he was working in another field unrelated to IH from 1994-1999. You always wondered how he had managed to maintain his CIH status and now you knew.....

Do You:

- A. Keep on drinking and pray you can't remember the conversation in the morning.
- B. Contact ABIH and/or AIHA and report the incident.
- C. Run screaming from the bar and wonder why you have friends like this.
- D. After sobering-up, explain to your friend that you feel what they have done is wrong and give them an opportunity to correct the situation before taking further action. If it remains unresolved then you could submit a written allegation of a breach of ethical duty or professional responsibility to ABIH.

Scenario #2

You are bound by a contract to protect the confidentiality of the project for which you are hired. Because of the complexity of the IH issues, you wish to obtain input from a professional peer regarding the technical aspects of the project.

Do You:

- A. Ignore your desire to obtain input from a professional peer because it could be considered an ethical breach of your clients confidentiality.
- B. Discuss the project without disclosing confidential details such as the name of the company, individual names, proprietary or other.
- C. Discuss in full disclosure with a professional peer who is unrelated to the project and lives thousands of miles away.
- D. Consider publishing your quandaries in the next edition of the Synergist.

Scenario #3

Jill is planning to take the CIH exam and is getting her paperwork in. Her supervisor, who is very busy, hasn't completed his reference sheet yet. As the deadline looms, Jill approaches her supervisor again politely requesting he complete the form so it can be received by the deadline. He signs the form and returns the page to her telling her to complete the reference questions and mail in the form. Jill completes the form, subsequently takes the exam and becomes a CIH.

Summary

“WHEN PEOPLE TELL ME THEY’VE
LEARNED FROM EXPERIENCE,

I TELL THEM THE TRICK IS TO LEARN
FROM OTHER PEOPLE’S EXPERIENCE.”

-Warren Buffett



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