

# Victory Performance Consulting

Helping good people change the world.



## WHY GOOD PEOPLE DO BAD THINGS

### *Understanding the Psychology of Workplace Deviance*

Workplace deviance not only threatens your organization's bottom line, but it also negatively affects employee morale, customer satisfaction, organizational reputation, and more! Knowing *how* employees engage in wrongdoing isn't enough. Those responsible for monitoring, auditing, detecting, and preventing employee misconduct must understand *why* employees engage in it and *what* makes them think it's okay to do so. By confronting tough ethical dilemmas, you will examine the complexity and psychology of workplace deviance and discover what you must do to mitigate its negative impact before it's too late. Want to better understand why good people do bad things? This program is for you!

### **Format and Duration:**

- Online (worldwide) or onsite (Americas, Europe, Asia); 2-4 hours

### **Learning Objectives:**

- Describe how people become ethically ambivalent and morally disengaged
- Compare how contrasting views of behavioral ethics affect decision-making
- Evaluate potential actions to determine what is objectively right
- Analyze conflicting ethical priorities to do what is best

### **Leadership Competencies:**

- Confronting performance problems
- Solving strategic problems and making difficult decisions

### **Fields of Study:**

- Behavioral ethics
- Social environment of business