

## **Ethics vs Effectiveness :-**

The clash between effectiveness and ethics is something that managers face almost regularly. Sometimes, choosing to be ethical can seem redundant, yielding no fruit. A compromise with ethics can lead to earlier completion of the goal and thereby, higher effectiveness.

But this effectiveness achieved by compromising with ethics needs to be looked at with greater scrutiny. Whenever a compromise with ethics is made, a trade-off occurs. A trade-off between trust & effectiveness. The increased effectiveness comes at a prize of diminishing trust amongst the subordinates. The team loses its trust in their manager as well. The process is gradual and not evident. This, in turn, compromises the cohesion of the group. In the long run, due to this lack in cohesion, the effectiveness is greatly decreased.

This brings us to the question that whether the initial surge in effectiveness could even be classified as effectiveness at all? Keeping the bigger picture in mind, the answer is most certainly no. True effectiveness can only be achieved when morals and ethics form the foundation of the team. They build mutual trust, belief, and reliance between the team members and the manager which is essential for the cohesion of the group. And cohesion is the key to higher effectiveness in the long run.

In conclusion, following the path of morals and ethics may not yield dividends in the shorter run. But they will definitely be fruitful in the longer run. Ethics lead to effectiveness.

### **Your Turn...**

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