



# INTEGRITY

Values for Living—Cadet Character Development Forum

## INTRODUCTION

Each Values for Living lesson is designed to help cadets explore a life virtue from multiple angles, examine it in ways that touch on all five learning styles, and experience the virtue through a hands-on activity that helps them internalize the virtue so it "sticks" and stays with them beyond the end of the squadron meeting.

Integrity is the cornerstone of CAP's core values and one of the most important personal virtues an individual can develop and safeguard. This lesson will explore the consequences a lapse of integrity can create and help cadets understand the value of integrity as a foundation for life.

## PRECLASS CHECKLIST

Prior preparation is essential to success. Please prepare the following well ahead of time:

- All media installed and checked out
- Handouts and materials prepared and available as per teacher instruction sheet
- Phase Three cadet orientation/training completed
- Participation awards such as candy or granola bar treats available
- Room arrangements complete

## ATTENTION GETTER

**LARGE GROUP (USE ONE OF THE FOLLOWING OR DEVELOP YOUR OWN. 10 MINUTES.)**

**Media Clip.** The Stray Path. In this clip we watch a student repeatedly cheat to complete nurse's training. Because of his cheating, he graduates. After graduation he obtains a job as a nurse but lacks the necessary knowledge and skills to be ready. When a patient encounters a crisis the new nurse is completely unprepared and the patient dies. (Media clip is in the folder—included by permission of Zach Smith. It is about eight minutes long but worth showing in its entirety.)

**Personal story.** Share a story about how you encountered a lack of integrity and the negative impact of this lack of integrity.

**Current event.** Share a current event (within the past week) that illustrates the damage caused by lack of integrity.

**Lack of Integrity Can Kill People.** (Stories about Maintenance people failing to follow the proper procedures)

In April 2009, a Bond Super Puma AS332L Mark II helicopter crashed in the North Sea, killing 14 oil workers as well as two pilots. Investigators released a report that said the craft's rotor blades pulled away from the aircraft as it was flying over the sea. The report blamed the mechanical problems on failed maintenance. Apparently, the helicopter's operator had found a metal chip in the gearbox just weeks before the fatal crash—but had not done anything about it. There are many other examples of crashes due to failed aircraft maintenance:

Japan Airlines Flight 123, which took off without a vertical stabilizer in 1985. It crashed 32 minutes after takeoff.

Chalk's Flight 101 in December 2005. The plane crashed shortly after takeoff, killing everyone on board. The cause was traced back to metal fatigue—and a crack in the plane's wing that was discovered but never properly fixed.

Alaska Airlines Flight 261, which nose-dived into the Pacific Ocean during a flight from Mexico to Seattle in 2000. Everyone aboard the McDonnell Douglas MD-83 was killed, and investigators later determined the cause to be insufficient lubrication of a jackscrew assembly by airline employees during preventive maintenance.

## OBJECTIVE

The students should be able to define and demonstrate the concept of integrity and understand how important it is and how they can develop it within their own lives.

## UNDERSTANDING THE DESIRED BEHAVIOR

**SMALL GROUP DISCUSSION LED BY PHASE 3 CADETS (3-5 PEOPLE IN EACH GROUP. 10 MINUTES.)**

### Questions:

- Each of you, in thirty seconds, please define what integrity means to you. (Tell the cadets that they will have just thirty seconds to define integrity. Give them about one minute to formulate their answer. Hold the answers to thirty seconds – take off your watch so they know they are being timed. Cut off the answer at thirty seconds.)
- Is cheating a violation of integrity? (Most will say yes.) What percentage of high school students cheat on tests? (Have each person answer – then state the general average.)
  - Answer: In recent survey of 3000 college students in a cross section of colleges, 86% of the students surveyed admitted to cheating in high school.

- If cheating indicates a lack of integrity, what are some of the reasons students cheat?
- If you cheat in school what does that say about whether you will cheat in other areas of your life?
- All of us fail. What should you do if you have a lapse of integrity in some area of life?

## APPLICATION OF THE BEHAVIOR TO THEIR LIVES

### LARGE GROUP FACILITATED BY CHAPLAIN/CDI/COMMANDER (15 MINUTES)

- Integrity is one of CAP's Core Values. How does integrity link to other CAP Core Values?
- Read the following to the group. Read it SLOWLY.
- Cheating by USAF Officers: Forty of 190 nuclear officers at Malmstrom AFB cheated on their certification exam and 52 other officers knew about the cheating but did not report it. The results of this exam were part of their annual evaluation, which in turn was used to decide if they got promoted. Most of these officers were Captains and Lieutenants and some were Air Force Academy graduates. The officers electronically shared answers to their monthly missile launch officer proficiency tests. The Air Force found both the cheaters and those who knew about the cheating equally at fault due to the expectation that officers follow the Air Force Honor Code: We will not lie, steal, or cheat, nor tolerate among us anyone who does. After a full investigation of the scandal by the Air Force Office of Special Investigations (OSI), 14 officers received Article 15s (formal legal punishment), consisting of reprimands and forfeiture of pay, 70 officers received permanent files of reprimand (stays in their promotion folder), and 9 officers in the leadership chain of command were relieved of command. The career of each of these officers was over. They would not be promoted.
  - These were some of the finest in the USAF. They were selected to be responsible for our nuclear attack force. What might have driven them to violate their integrity?
  - Do you encounter some of these same pressures in your life? (Getting good grades to get into college; competing for scholarships; the way you answer questions about your behavior such as, "Do you look at porn," or "Are any of your friends using drugs or alcohol?")
  - What happens to an individual when they begin to compromise their integrity on a regular basis?
  - Was it fair to fire the commanders of these junior officers, even though they knew nothing about the cheating? (The commander/leader is responsible for the ethical environment in their unit. In other areas of the unit there was evidence of cutting corners and not staying with standards. You, as the leader, are responsible for the ethical climate of your organization.)

## ACTIVITY: TWO TRUTHS AND A LIE

SMALL GROUP DISCUSSION LED BY PHASE 3 CADETS (3-5 PEOPLE IN EACH GROUP. 20 MINUTES.)

### Setup of the Exercise:

Each student should have a blank piece of paper and a pencil/pen.

### Instructions:

Each student should write down three facts of the piece of paper about themselves. Two of these facts should be true and the other one not true. For example:

I am a cadet in Civil Air Patrol. (true)

I go to Cleveland High School. (not true)

I got to the meeting tonight driving my own car. (true)

The facts can be as tricky as you wish, but they should all be realistic and “possibly” true. (Give them time to write.) Read your three facts to the group. As the group listens, they need to decide which of your statements is false. They can talk about it but must vote. The reader then lets the cadets know if they got it right.

### Discussion questions after the activity:

- How easy was it for you to identify the untrue statement?
- As a group, did you do pretty well in finding what was not true? Is there a message here – that it is pretty easy to mislead people?
- Who is the person in the group that is responsible for being honest? (the person sharing the information)

## LESSON SUMMARY AND WRAP-UP

LARGE GROUP FACILITATED BY CHAPLAIN/CDI/COMMANDER (5 MINUTES)

Please listen to these final words. They are a good summary of what we have been discussing tonight. (Read SLOWLY)

If I could teach only one value to live by, it would be this: Success will come and go, but integrity is forever. Integrity means doing the right thing at all times and in all circumstances, whether or not anyone is watching. It takes having the courage to do the right thing, no matter what the consequences will be. Building a reputation of integrity takes years, but it takes only a second to lose, so never allow yourself to ever do anything that would damage your integrity.

We live in a world where integrity isn't talked about nearly enough. We live in a world where “the end justifies the means” has become an acceptable school of thought for far too many. Salespeople overpromise and under deliver, all in the name of making their quota for the month.

Customer service representatives cover up a mistake they made because they are afraid the client will leave them. Employees call in “sick” because they don’t have any more paid time off when they actually just need to get their Christmas shopping done. The list could go on and on, and in each case the person committing the act of dishonesty told themselves they had a perfectly valid reason why the end result justified their lack of integrity.

It may seem like people can gain power quickly and easily if they are willing to cut corners and act without the constraints of morality. Dishonesty may provide instant gratification in the moment but it will never last. A person that has lost his or her ability to be trusted is a person doomed to fail. Integrity is the most valuable quality anyone can have in their life. Profit in dollars or power is temporary, but profit in a network of people who trust you as a person of integrity is forever.

## QUOTABLE QUOTES

“Kings take pleasure in honest lips; they value a man who speaks the truth.” – Proverbs 16:13

“Integrity without knowledge is weak and useless, and knowledge without integrity is dangerous and dreadful.” – Samuel Johnson

“Success Will Come and Go, But Integrity Is Forever.” – Forbes Magazine, Amy Anderson

Video clip is provided by written permission from Zach Smith.