

WEEK OF INTEGRITY DIALOGUE 2025

Culture & Integrity, understanding what shapes our choices

The Week of Integrity is an opportunity to spark meaningful conversations within your organisation about integrity, culture, and how the two influence everyday decisions.

Through dialogues based on real-world dilemmas, teams can explore how cultural norms, leadership behaviour, and workplace dynamics shape ethical choices, and how to strengthen a culture where integrity thrives.

The power of shared reflection

Integrity isn't just about knowing what's right, it's about the conditions that make doing the right thing possible. By sharing experiences and perspectives, colleagues learn where values meet practice and how culture influences decision-making.

The Integrity Dialogue offers a safe space to talk openly, reflect together, and build awareness of the invisible forces that guide behaviour.

Plan of action

Organise a short team session, lunch meeting, or cross-departmental exchange to host an Integrity Dialogue.

Diversity of roles and perspectives enriches the discussion, consider including voices from different departments, seniority levels, or functions.

A dialogue session usually lasts around 90–120 minutes.

Videos

During the Week of Integrity 2025, you can use our dilemma videos: short, real-life scenarios linked to the theme Culture & Integrity.

Each video ends with the question “What would you do?”; the perfect trigger to start a conversation about how culture, leadership, and values shape integrity in daily work.

How to conduct an integrity dialogue

The Role of the Moderator

The moderator ensures that every voice is heard, the atmosphere remains respectful, and the focus stays on learning, not judging.

If possible, involve a manager or integrity ambassador to support the dialogue and help translate outcomes into practical actions.

Steps for the Moderator

Introduce the Dialogue

Explain the purpose: to explore how organisational culture influences integrity and behaviour. Link to your organisation's values or ethical principles.

Present the Dilemma

Choose one of the Culture & Integrity dilemma videos from the Week of Integrity Toolbox, or a relevant example from your own organisation.

Play the video and invite participants to reflect on: "What would you do?"

Facilitate the Dialogue

Encourage open exchange. Ask questions like:

- What cultural elements are visible in this situation?
- How does leadership style or group behaviour influence the outcome?
- What makes it easy, or difficult, to speak up here?
- Where do individual and organisational values meet or clash?

Reflect

Before closing, take a few minutes for silent reflection or final thoughts.

Ask:

- What can we learn about our own culture from this dilemma?
- What would we want to strengthen or change?
- How can we support integrity through everyday behaviour?

Follow up

Summarise key insights and share them within your team or organisation.

Consider how this dialogue can feed into your broader culture or ethics initiatives.

After the Dialogue: keep it alive

Integrity and culture evolve through continuous reflection.

Encourage teams to repeat dialogues periodically, discuss new dilemmas, or connect insights to your code of conduct, values programme, or internal trainings.