



## INTELLECTUAL INTEGRITY AND ETHICS

### What is intellectual integrity?

It is the practice of not taking someone else's idea or intellectual property and presenting it as your own. Specifically, it is also striving to be thorough and honest regarding the nature, source, and quality of your work and others. A person with high intellectual integrity scores typically has a strong inclination to be courageous about the ownership of one's work.

### Why is a lack of intellectual integrity bad?

**Leads to a toxic workplace culture:** A toxic workplace environment is one in which the culture is constantly defined by disputes, avoidable incidents, poorly motivated and dejected employees. This would affect the office to such an extent that employee morale and well-being is affected.

**Leads to unethical and scheming behavior:** Everyone has a moral compass inside him/her. We just need to unlock the true north of the compass and guide our thoughts in that direction at all times. When one does not get one's way, it leads to built up anger over time that erupts out in a poor manner in the long run. Frequently, a scheming behavior is subconsciously inculcated by the victim to see that the perpetrator does not progress—leading to animosity.

### Why does it happen?

**Visibility:** More often than not, people feel the need to be validated by those to whom they report and also the colleagues they work with. The easiest way to do that would be through stealing someone else's idea and presenting it as your own. Though this might be efficient, it will create a toxic relationship which will fail to be upheld in the long run.

**Intellectual insecurity:** Most people tend to think they practice intellectual integrity but when they dig deeper within their own conduct they discover instances of lapses occurring through them.

Sometimes we are often not as well versed in a topic as we should be. Unfortunately, this leads to intellectual insecurity about your abilities. Not knowing something is, in



itself, not detrimental; however, not having the courage to take a step back and acknowledge the deficiency is.

Each one of us at ICREA is an ambassador for the firm at all times, and we are guided by our relentless pursuit of the ethically correct response and behavior.

## **ICREA's Culture starts with YOU**

### **If something happened in a manner that you didn't like, ask. Don't accuse.**

Rather than a nasty confrontation that starts with, "you stole my idea!!", instead frame a diplomatic question that calls for introspection. Suppose, you and your colleague are working on closing a transaction and you come up with a brilliant idea that will save your client a significant amount. You share your idea with your colleague and when presenting it to the client, your colleague kept using the words, "I" and "me" instead of "we" and "us".

After the call, in a neutral tone, ask your colleague the following: "When you presented to our client regarding our work, you kept saying 'I' instead of 'we.' Did you pay regard to the manner in which you phrased your sentences? I felt it was a collective effort." More often than not, it might be an innocent mistake. Give your colleague the benefit of the doubt but do voice your concerns.

Read more on appropriate responses here: [Harvard Business Review](#)

### **Give credit where it is warranted for others, so that they remember and will do the same for you**

If others keep stealing your thunder and you don't get the credit you deserve — or you think they are — make sure you're not guilty of doing the same thing, even if it is not intentional.

Here is a short case study: Stealing someone else's thunder happens in every single organization. Even under President Obama tenure in office. During his presidency, female employees started to promote what they referred to as an "amplification strategy" that they used to stop men from taking credit for their original ideas. Under this method, whenever a "woman made a key point, other women would repeat it, giving credit to its author. This forced the men in the room to recognize the contribution — and denied them the chance to claim the idea as their own."

Read more here: [The Washington Post](#)





### ICREA Honor Code Pledge

I pledge that the work I will produce is my own work, based on my personal study and/or research and that I will willfully acknowledge and make known all material and ideas shared with me on any type of document, electronic or personal communication that aid my deliverable. If I have been guilty of not displaying intellectual integrity in the past, I pledge to start making amends with the concerned colleagues immediately.

I will continually work to uphold the values that are implicitly and explicitly stated in this memo and will consciously encourage my team members to do the same. I will promote best practices that are fit for ICREA while maintaining ethical business practices upon which it was founded.

Finally, I acknowledge that repeated failure of upholding the pledge that I have undertaken can and will be against me as negative evidence in performance reviews, promotions, compensations, and in extreme cases, my employment.

**NAME:** Capt Sunil Saraf

**DESIGNATION:** Founder & Managing Director

**SIGNATURE:**

**DATE:**

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