

Covering For Your Work Colleague

One day after work Kim, your friend and work colleague, is involved in a car accident. When the police arrive at the scene Kim is arrested on various charges, including driving while intoxicated. The next day at work, Kim explains everything to you in confidentiality and makes you promise not to say anything to the boss about the police incident. This is no big deal because it doesn't impact Kim's work performance.

As the court date approaches, Kim misses work to meet with a lawyer and prepare for the trial. Kim, who is now a nervous wreck, starts missing some key work deadlines. The boss, knowing that you are Kim's friend, confides in you that Kim is on the verge of being fired due to inadequate work performance. The boss has a reputation for being lenient and helping people who are honest about their personal problems. But you also know that Kim doesn't trust the boss on this matter. As you think about this the boss suddenly stares deeply into your eyes and says "By the way, do you know why Kim's performance has declined?"

What would you do? Would you

- A: Keep your promise to Kim and lie to the boss?
- B: Tell the boss the truth about Kim's situation?

Why?

If you responded "Keep your promise to Kim," what would you do if:

- A: You were not friends with Kim?
- B: You would be fired if the boss finds out you lied about Kim's situation?
- C: You had to perform Kim's job tasks as well as your own?

If you responded "Tell the boss the truth," what would you do if:

- A: The company had a "one violation and you're fired" drunk driving policy?
- B: Kim covered for you before?
- C: You knew today was Kim's last court hearing?