



## Core Value of Leadership - Integrity II

### VIRTUE CORNER

We dedicate this month to our second reflection on the virtue of integrity. As described in the Lumen Member Handbook, integrity is “*consistency between what one professes to be and how one lives.*” The Handbook further explains that “*moral integrity means moral solidity. A person with integrity sticks by what he believes: someone with consistency, someone you can count on, someone who does not say ‘yes’ with his words, and ‘no’ with his actions, either to God, himself, or others. Like a sturdy bridge, this person will earn the confidence of others, and wherever he goes, they will be disposed to follow.*”

We cannot live virtuously by sheer willpower, by “white-knuckling it.” We need Jesus Christ, who reminds us, “*I am the vine, you are the branches. If you remain in me and I remain in you, you will bear much fruit, for apart from me you can do nothing.*” (John 15:5). This principle applies to all areas of moral life. After reflecting on integrity from the perspective of the formation of conscience last month, this month we will delve into two concrete areas where our integrity can be strengthened: purity of heart and our work.

For purity of heart, we know that the sin of lust is an ongoing struggle for most men. Our sexual drive and the beauty of women are good things created by God, but lust twists those into self-centered objects, grasping instead of giving, and stealing inner peace. Social media (including internet pornography), the entertainment world, and the world of fashion often align to perpetuate this sensual and pleasure-seeking narrative. Living chastity begins with a strong sense of one’s own identity: as a child of God, a committed husband who made a “vow” to God and wife, and a dad who is called to inspire his children by his integrity. Two tools we have at our disposal to grow in this area are 1) frequent recourse to the Sacrament of Reconciliation and 2) to discuss this in spiritual coaching. We can add to these means daily prayer, asking the Blessed Virgin Mary and St Joseph’s assistance to help us live pure of heart, so that we can see God (cf. Mt 5:8).

Integrity at work is another key arena for exercising this virtue of integrity. The Lumen Handbook reminds us to “*live by clear, well-reasoned principles. For a Christian, Christ is your criteria.*” The principles of our faith and family should inform and influence our decisions and our behavior at the workplace. This could be manifested in taking time to pray while at work, admitting when you make a mistake, apologizing when appropriate, taking responsibility for your actions and decisions, keeping your promises, and not putting financial gain ahead of what you owe God and family. On the flipside, lack of integrity could entail fleeing responsibility, blaming others, passing the buck, criticizing others, covering up mistakes, stretching the truth beyond recognition, or hypocrisy (doing or saying one thing in public and another in private).

*“Deep within yourself, listen to your conscience, which calls you to be pure...a home is not warmed by the fire of pleasure, which burns quickly like a pile of withered grass. Passing encounters are only a caricature of love; they injure hearts and mock God’s plan.”*

— *St. John Paul II*

### Gospel Reflection

Matthew 5: 27-32

“You have heard that it was said, ‘You shall not commit adultery.’ But I say to you, everyone who looks at a woman with lust has already committed adultery with her in his heart. If your right eye causes you to sin, tear it out and throw it away. It is better for you to lose one of your members than to have your whole body thrown into Gehenna. And if your right hand causes you to sin, cut it off and throw it away. It is better for you to lose one of your members than to have your whole body go into Gehenna. It was also said, ‘Whoever divorces his wife must give her a bill of divorce.’ But I say to you, whoever divorces his wife (unless the marriage is unlawful) causes her to commit adultery, and whoever marries a divorced woman commits adultery.”

Luke 12:2

“There is nothing concealed that will not be disclosed, or hidden that will not be made known.”

### Questions

1. Context: **Matthew 5** is referred to as the “Sermon on the Mount.” The main focus is on Jesus educating his disciples in the full meaning of the law. What are some of

your initial impressions regarding Jesus directly addressing this sensitive issue? How does the virtue of integrity relate to this virtue of chastity?

2. Do you feel this pull towards “adultery of the eyes and the heart”? What are some of your best practices that would create a better environment to help you overcome this temptation? What precautions do you take at work and with work-related travel to mitigate the risks of falling into lustful thoughts and actions?

3. Is it possible for you to have a female “friend” other than your wife? Are you honest with yourself about which women are a potential risk for you, and do you try to avoid unnecessary contact with them? Would you feel comfortable if your wife had a “male” friend in her social life or at work?

4. Is your wife your first accountability partner? How well do you pray together?

5. What are your best practices for living integrity at work?

6. How would you feel if your spouse or spiritual coach saw your daily behavior at work? Would you be at peace or embarrassed?

### Resources/Wisdom of the Church

#2338 Catechism of the Catholic Church “The chaste person maintains the integrity of the powers of life and love placed in him. This integrity ensures the unity of the person; it is opposed to any behavior that would impair it. It tolerates neither a double life nor duplicity in speech.”

#2339 Catechism of the Catholic Church “Chastity includes an *apprenticeship in self-mastery* which is a training in human freedom. The alternative is clear: either man governs his passions and finds peace, or he lets himself be dominated by them and becomes unhappy. “Man’s dignity therefore requires him to act out of conscious and free choice, as moved and drawn in a personal way from within, and not by blind impulses in himself or by mere external constraint. Man gains such dignity when, ridding himself of all slavery to the passions, he presses forward to his goal by freely choosing what is good and, by his diligence and skill, effectively secures for himself the means suited to this end.”

#2477 Catechism of the Catholic Church “Respect for the reputation of persons forbids every attitude and word likely to cause them unjust injury. He becomes guilty:

- of *rash judgment* who, even tacitly, assumes as true, without sufficient foundation, the moral fault of a neighbor;
- of *detraction* who, without objectively valid reason, discloses another’s faults and failings to persons who did not know them;
- of *calumny* who, by remarks contrary to the truth, harms the reputation of others and gives occasion for false judgments concerning them.

2481 Catechism of the Catholic Church. *Boasting* or bragging is an offense against truth. So is irony aimed at disparaging someone by maliciously caricaturing some aspect of his behavior.

2482 Catechism of the Catholic Church. “A *lie* consists in speaking a falsehood with the intention of deceiving.” The Lord denounces lying as the work of the devil: “You are of your father the devil, ... there is no truth in him. When he lies, he speaks according to his own nature, for he is a liar and the father of lies.”

# Catholic Dictionary

## INTEGRITY

### Definition

Honesty or trustworthiness. The quality of being virtuous. Wholeness of character without duplicity or internal conflict of interests. (Etym. Latin *integrare*, to make whole; to present something in its entirety.)

### Case Study<sup>1</sup>

In January 1998, *Campaign*, the trade magazine for the advertising industry in the U.K., voted St. Luke’s as the Agency of the Year, an award coveted by all the high-powered ad shops in this high-powered business. St. Luke’s is a small, maverick organization whose co-founders openly criticized the morals and aggressive work practices of the industry, describing them as “driven

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<sup>1</sup> Adapted from Lewin, R. and Regine, B. (2000) *Weaving complexity and business: Engaging the soul at work*, Texere, pp. 88-101.

by ego and greed” and characterized it as an industry “run by money-grubbing, mealy-mouthed liars.”

The people who became St. Luke’s were formerly the London office of the New York based ad giant Chiat/Day. In the early 1990’s, Andy Law and David Abraham became part of a team to revamp the ad industry, and they quickly identified that the source of ossification and diminishing creativity was the lack of ethical base. They set out on a moral crusade to introduce greater integrity into the company, but when a merger with Omnicom a few years later led to focus on money and efficiencies rather than ethics and creativity, Andy had had enough. He returned from a meeting with top company executives to his London office and drew a line across the floor, announced that he was leaving the agency, and urged others to decide what to do based on their own best interests. One by one, the 35 people in the room crossed the line to Andy’s side.

They began a new agency, brainstorming together what it would look like, what values would set them apart. The search for *arête*, the Greek ideal of excellence, would be core. Mutual respect, integrity, and equality would also set them apart. Everyone would have equal share in the equity of the new company, from Andy the chairman to Rose Hamilton the housekeeper, that way getting rid of the ego and greed problem. As a cooperative, the group felt the agency shouldn’t be named after themselves, and so “St. Luke’s” was chosen, because St. Luke is the patron saint of artists and doctors, which resonated with their goal of creativity and healing.

To most companies, profits are the bottom line. To Andy and St. Luke’s though, “Profits are like breathing: you need it to live, but it’s not what you live *for*.”

Questions for discussion:

- 1) Does your industry suffer from ethical issues? What are some of the key ones?
- 2) Have you become callous toward these issues or are you actively working to overcome evil with good (cf. Rom 12:21)?
- 3) Have you ever had a “line in the sand” episode, where you had to establish clearly your integrity, what you would stand for and what not?
- 4) How could the process of clarifying your company values help with integrity?
- 5) Integrity is in large part only possible when you have clear your identity. Do you have clear what you are living for?