

# **ECI Working Group: Positioning Ethics and Compliance as a Strategic Leader in Times of Stress or Crisis Membership Survey**

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## **Organizational Stress Factors #1: Covid/Non-Covid Impacts**

*Please share your answers and any comments you wish to offer. This is for discussion purposes only and no data will be collected.*

### **Q1: What are the major challenges your company has faced due to the Covid-19 Pandemic?**

- Organizational Change
- Economic Impact
- Government Regulations/Local Mandates
- Technology/Digital Transformation
- Misconduct
- Employee wellbeing
- Other: *In instances where the stress factor was related to "other," the most significant contributor has been:*

### **Q1: Excluding the Covid-19 pandemic, what are the major stresses or crises your company has faced over the past five years?**

- Pervasive Misconduct
- Government Regulations
- Social Media
- Organizational Change

- Other: *In instances where the stress factor was related to "other," the Root Cause has been:*
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## **Organizational Stress Factors #2: Pervasive Misconduct**

***Please share your answers and any comments you wish to offer. This is for discussion purposes only and no data will be collected.***

In instances you where observe pervasive workplace misconduct, which is the more significant contributor?

1. C-Suite Leadership
2. Senior Leadership
3. Mid-Level Leadership
4. New Leadership
5. Individual Contributors

In instances where you observe pervasive workplace misconduct, what is the most significant contributing factor?

1. Inconsistent Discipline Process
2. Lack of Defined Company Values and/or Lack of Training
3. Insufficient Contact/Reporting Methods
4. Misconduct vs Culture (bad actors that appear despite best efforts?)
5. Organizational Changes
6. Other: *In instances where the stress factor was related to "other," the most significant contributor has been:*

## **Organizational Stress Factors #3: Government Regulations**

***Please share your answers and any comments you wish to offer. This is for discussion purposes only and no data will be collected.***

**Q1: In instances in which the stress factor was related to Government Regulations, the most significant contributor was:**

1. Organizational Leadership
2. Political Climate
3. Generational Influences
4. Shareholder vs. Stakeholder
5. Conflicting jurisdictional laws/regulations
6. Other: In instances where the stress factor was related to "other," the most significant contributor has been:

**Q2: In instances where the stress factor was related to Government Regulations, the root cause was:**

1. Over-regulated
2. Under-regulated
3. Lack of Attention/training by Organizational Leadership
4. Enforcement Trends in the Industry
5. Economic impact of compliance on industry
6. Other: In instances where the stress factor was related to "other," the Root Cause has been:

#### **Organizational Stress Factors #4: Social Media**

***Please share your answers and any comments you wish to offer. This is for discussion purposes only and no data will be collected.***

**Q1. If your organization has encountered stress based on public commentary in the media (including social media), the most significant contributors to stress have been:**

1. Employees
2. Leadership
3. Customers
4. Consumers
5. Third party/vendor/suppliers
6. External influence with no organizational relation

7. Other: In instances where the stress factor was related to "other," the most significant contributor has been:

**Q2. If your organization has encountered stress based on public commentary in the media (including social media), the root cause of the stress was:**

1. Reputational Harm to Organization
2. Organizational Response
3. Economic Impact
4. Environmental Impact
5. Other: In instances where the stress factor was related to "other," the Root Cause has been:

### **Organizational Stress Factors #5: Organizational Change**

***Please share your answers and any comments you wish to offer. This is for discussion purposes only and no data will be collected.***

**Q1: In instances where the stress factor was related to Organizational Change, the most significant contributor was:**

1. Mergers and Acquisitions
2. Restructure/Layoff
3. Product/Strategy Changes
4. Leadership Changes
5. Divestiture/Closures/Bankruptcy
6. Other: In instances where the stress factor was related to "other," the most significant contributor has been:

**Q2: In instances where the stress factor was related to Organizational Change, the root cause was:**

1. Regulatory Changes
2. Lack of Organization Transparency/Communication
3. Economic Impact
4. Lack of Training

5. Lack of Resources
6. Poor Strategy/Leadership
7. Other: In instances where the stress factor was related to "other," the Root Cause has been: