***The Ethics Position Questionnaire***

Please indicate if you agree or disagree with the following items. Each represents a commonly held opinion and there are no right or wrong answers. We are interested in your reaction to such matters of opinion. Rate your reaction to each statement by checking a box for a number below each statement where:

1 = Strongly disagree

2 = Disagree

3 = Neither agree nor disagree

4 - Agree

5 = Strongly agree

1. People should make certain that their actions never intentionally harm another even to a small degree. (Code Ethical Concern EC! = Respect)

 - 1 - 2 - 3 - 4 - 5

1. Risks to another should never be tolerated, irrespective of how small the risks might be. (Code Ethical Concern EC! = Respect)

 - 1 - 2 - 3 - 4 - 5

1. The existence of potential harm to others is always wrong, irrespective of the benefits to be gained. (Code Ethical Concern EC! = Respect)

 - 1 - 2 - 3 - 4 - 5

1. One should never psychologically or physically harm another person. (Code Ethical Concern EC! = Respect)

 - 1 - 2 - 3 - 4 - 5

1. One should not perform an action which might in any way threaten the dignity and welfare of another individual. (Code Ethical Concern EC! = Respect)

 - 1 - 2 - 3 - 4 - 5

6. If an action could harm an innocent other, then it should not be done. (Code Ethical Consistency EC2 = Fairness)

 - 1 - 2 - 3 - 4 - 5

7. Deciding whether or not to perform an act by balancing the positive consequences of the act against the negative consequences of the act is immoral. (Code Ethical Consistency EC2 = Fairness)

 - 1 - 2 - 3 - 4 - 5

8. The dignity and welfare of the people should be the most important concern in any society. (Code Ethical Consistency EC2 = Fairness)

 - 1 - 2 - 3 - 4 - 5

9. It is never necessary to sacrifice the welfare of others. (Code Ethical Consistency EC2 = Fairness)

 - 1 - 2 - 3 - 4 - 5

10. Moral behaviors are actions that closely match ideals of the most “perfect” action. (Code Ethical Consistency EC2 = Fairness)

 - 1 - 2 - 3 - 4 - 5

11. There are no ethical principles that are so important that they should be a part of my code of ethics. (Code Ethical Integrity EI – Integrity)

 - 1 - 2 - 3 - 4 - 5

12. What is ethical varies from one situation and society to another. (Code Ethical Integrity EI – Integrity)

 - 1 - 2 - 3 - 4 - 5

13. Moral standards should be seen as being individualistic, what one person considers to be moral may be judged to be immoral by another person. (Code Ethical Integrity EI – Integrity)

 - 1 - 2 - 3 - 4 - 5

14. Different types of morality cannot be compared as to “rightness.” (Code Ethical Integrity EI – Integrity)

 - 1 - 2 - 3 - 4 - 5

15. Questions of what is ethical for everyone can never be resolved since what is moral or immoral is up to the individual. (Code Ethical Integrity EI – Integrity)

 - 1 - 2 - 3 - 4 - 5

16. Moral standards are simply personal rules that indicate how a person should behave and are not to be applied in making judgments of others. (Ethical Behavior EB = Behavior)

 - 1 - 2 - 3 - 4 - 5

17. Ethical considerations in interpersonal relations are so complex that individuals should be allowed to formulate their own individual codes. (Ethical Behavior EB = Behavior)

 - 1 - 2 - 3 - 4 - 5

18. Rigidly codifying an ethical position that prevents certain types of actions could stand in the way of better human relations and adjustment. (Ethical Behavior EB = Behavior)

 - 1 - 2 - 3 - 4 - 5

19. No rule concerning lying can be formulated; whether a lie is permissible or not permissible totally depends upon the situation. (Ethical Behavior EB = Behavior)

 - 1 - 2 - 3 - 4 - 5

20. Whether a lie is judged to be moral or immoral depends upon the circumstances surrounding the action. (Ethical Behavior EB = Behavior)

 - 1 - 2 - 3 - 4 - 5

Idealism scores are calculated by summing responses from Lickert Scale 1 to 5. Relativism scores are calculated by summing responses from items 11 to 20. The original response scale used was a 9-point scale, although people often trim it back to a true Likert 5-point scale.

“Donalson R. Forsyth is the author of this instrument and agreed for it to be included in the MIDSS database in accordance with the Creative Commons Attribution-Non-Commercial 3.0 license.” ……Donalson R. Forsyth

**APPENDIX B:** **Email Cover Consent Information**

Influencing of Formal Mentoring on Ethics and Professionalism

in the Real Estate Industry

J. L Kronk – Omega Graduate School – Dissertation

INFORMED CONSENT - Short Summary of Study

(Please take when you have 15 calm, uninterrupted minutes)

**Why am I being invited to take part in a research study?**

You are invited to participate because, as a working real estate professional, your individual participation in providing information from your perspective will be essential for this academic research. The results of this survey will be analyzed and reported by Principal Investigator (PI), J. Lynn Kronk to complete her Doctor of Philosophy Dissertation on the “Influence of Formal Mentoring on Ethical Awareness in the Real Estate Industry,” a DPhil Candidate of Omega Graduate School formerly Oxford Graduate School. You will have the opportunity to request the report. Instructions will be provided at the survey conclusion (there will be no link to your responses, your responses will remain confidential).

**What should I know about a research study?**

• Whether or not you take part is up to you.

• Your participation is entirely voluntary and anonymous.

• You can agree to take part and later discontinue the survey.

• Your decision will not be held against you; this is anonymous.

• You can exit the survey and ask any questions you want before you continue.

**Why is this research being done?**

The purpose of this survey is to help understand the impact of formal mentoring in the real estate industry on ethical awareness and professionalism as a comparative analysis with those who have not participated in a formal mentoring program. In addition, this survey is directional and will inform future research within organizations.

* How long will the research last and what will I need to do?

You will be in this study just for the time you take this 15-20-minute survey.

* Is there any way being in this study could be bad for me?

We don’t believe there are any risks from participating in this research. You will not be asked any questions that will identify you personally. Tracking has been disabled, so it is anonymous.

**Will being in this study help me in any way?**

By participating, you will be able to receive a copy of the report. The report should be helpful to you if you are an individual considering the implementation of formal mentoring or aspire to become a mentor or mentee. Instructions for obtaining a report are at the end of the survey. This study is expected to help you indirectly by providing a better understanding of ethical awareness and professionalism by implementing a formal mentoring program.

**Who can I talk to?**

If you have questions, concerns, or complaints, talk to the PI, J. Lynn Kronk, at jlkronk@ogs.edu. The Omega Graduate School Institutional Review Board (“IRB”) has reviewed and approved this research (the Omega Graduate School Institutional Review Board.

You may talk to them at (423) 775-6596 or dean@ogs.edu if:

• Your questions, concerns, or complaints are not being answered by the research team.

• You cannot reach the research team.

• You want to talk to someone besides the research team.

• You have questions about your rights as a research subject.

• You want to get information or provide input about this research.

***Do you understand that this is voluntary, and would you like to continue?***

O Yes O No OK