



# WELCOME

to a Work – Shop

based on a Training Module

**on Public Service Ethics and Accountability,**

developed by UNDP PARAGON, 2001

*to Promote Ethics, Strengthen Accountability and Prevent Corruption*

# THE FOURFOLD PATH

Native Americans

identified different types of people by comparing them with the features – in their experience – of the different directions of North, East, West and South

We use this to help us get to know each other and introduce our theme



# THE NORTH

Cold, tough, dangerous  
Hence they are

“take-charge people who see a problem and go after the solution. They represent the Warrior to the native peoples, those individuals who live courageous lives and are willing to take risks by initiating, saying their truths, and taking charge when others would likely retreat.”



# THE EAST

“They are creative, spontaneous, and able to see possibilities when others are stuck in the status quo. They are visionaries who love to plan and initiate creative acts. ... a sense of the spiritual ... interested in the new, Often their aim is to benefit others with their creative gifts and good energy.”



# THE WEST

“the West is conservative, methodical, and interested in facts and data. They ponder consequences and analyze information while attempting to bring order and understanding ... contemplate the deeper meaning of life. tendency ... to be more cerebral and less oriented to people .... These rational, feet-on-the-ground individuals look for stability rather than change.”



# THE SOUTH

“These are nurturers who are concerned with making relationships work. ... the person who supports and cares for others and believes that when individuals feel valued and trusting of each other, they will have more energy for work, be more motivated, and be willing not only to risk but to make sacrifices for each other. Thus, the South works through others by making the “process” work.”



# THE FOURFOLD PATH

YOU HAVE CHOSEN

NORTH, EAST, WEST OR SOUTH

- Φ What benefits do you gain from this style?
- Φ What are the specific behaviors that seem particularly to characterise this style?



# THE FOURFOLD PATH

## NORTH, EAST, WEST OR SOUTH

- Φ What is it about this style that gets you into trouble?
- Φ Where does it cause problems?
- Φ Which behaviors (perhaps in excess) seem particularly problematic?



# THE FOURFOLD PATH

## NORTH, EAST, WEST OR SOUTH

Φ Which other direction do you find most difficult to deal with, most annoying or problematic?

Φ Why?

Φ What could your group do to improve the situation?



# THE FOURFOLD PATH

## NORTH, EAST, WEST OR SOUTH

- Φ What do the results of this activity have to do with improving Ethics and Accountability?
- Φ What did you learn about your behavior that might be of value as we move forward?



# OVERALL OBJECTIVES

SUGGESTED FOR WORKSHOPS  
using the Generic Training Module

- Φ To promote a more ethical and accountable service to Ministers and People
- Φ To empower participants to work with their staff, and the public, to create a work culture
  - more ethical, friendly, participative
  - more accountable, efficient, effective
  - and less corrupt



# SPECIFIC OBJECTIVES

to assist Workshop Participants to

- Φ identify ethical issues of special relevance
  - to their responsibilities in public service
- Φ understand promoting ethics as ‘part of the job’
- Φ understand the needs, patterns and tools
  - to improve accountability
- Φ prepare to develop, with their staff
  - programmes to fight corruption
  - and make changes in the work culture

