

## Professional Moral Courage Scale

**PsycTESTS Citation:**

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Test Shown: Full

**Test Format:**

Seven-point unipolar items were used to record responses: 1 = "never true" to 7 = "always true," with 4 = "sometimes" as a mid-point. Respondents were asked to read each item and indicate to what extent it pertained to "you at work."

**Source:**

Supplied by author.

**Original Publication:**

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The authors who devised this scale are eager to hear from researchers or practitioners who employ it, as they are interested in knowing how the scale is being used. Please contact them at [lesekerk@gmail.com](mailto:lesekerk@gmail.com) as a courtesy, informing them of your application. *Thank you!*

### Professional Moral Courage Scale

Please evaluate these statements as they pertain to you at work, on a scale from 1 (never true) to 7 (always true).

Never	Sometimes					Always
1	2	3	4	5	6	7

#### **Theme 1**

- \_\_\_\_\_ 1. I am the type of person who is unfailing when it comes to doing the right thing at work.
- \_\_\_\_\_ 2. When I do my job I regularly take additional measures to ensure my actions reduce harms to others.
- \_\_\_\_\_ 3. My work associates would describe me as someone who is always working to achieve ethical performance, making every effort to be honorable in all my actions.

#### **Theme 2**

- \_\_\_\_\_ 4. I am the type of person who uses a guiding set of principles from the organization as when I make ethical decisions on the job.
- \_\_\_\_\_ 5. No matter what, I consider how both my organization's values and my personal values apply to the situation before making decisions.
- \_\_\_\_\_ 6. When making decisions I often consider how my role in the organization, my boss (supervisor or leader), and my upbringing must be applied to any final action.

#### **Theme 3**

- \_\_\_\_\_ 7. When I encounter an ethical challenge I take it on with moral action, regardless of how it may pose a negative impact on how others see me.
- \_\_\_\_\_ 8. I hold my ground on moral matters, even if there are opposing social pressures.\*
- \_\_\_\_\_ 9. I act morally even if it puts me in an uncomfortable position with my superiors.\*

#### **Theme 4**

- \_\_\_\_\_ 10. My coworkers would say that when I do my job I do more than follow the regulations, I do everything I can to ensure actions are morally sound.
- \_\_\_\_\_ 11. When I go about my daily tasks I make sure to comply with the rules, but also look to understand their intent, to ensure that this is being accomplished as well.
- \_\_\_\_\_ 12. It is important that I go beyond the legal requirements but seek to accomplish tasks with ethical action as well.

#### **Theme 5**

- \_\_\_\_\_ 13. It is important for me to use prudential judgment in making decisions at work.
- \_\_\_\_\_ 14. I think about my motives when achieving the mission, to ensure they are based upon moral ends.
- \_\_\_\_\_ 15. I act morally because it is the right thing to do.\*

\*Indicates updated item from originally published scale, given additional testing (reverse score items were not effective).

Sekerka, Bagozzi, & Charnigo (2009)

Revision update 3-22-11

**Suggested scoring:**

1) For each dimension: Add scores for each dimension (3 questions) and  $\div 3$

2) For overall PMC: Add all of the question scores (15 questions) and  $\div 15$

**Dimensions of PMC: Represented by Five Themes**

**Theme 1: Moral Agency**

A predisposition toward moral behavior and possessing a persistence of will to engage as a moral agent.

**Theme 2: Multiple Values**

The ability to draw on multiple value sets in moral decision making and to effectively sort out and determine what needs to be exercised, and to hold firm to beliefs despite external concerns or demands.

**Theme 3: Endures Threat**

Facing an ethical or moral difficulty, both perceived and real danger or threat, with endurance.

**Theme 4: Goes Beyond Compliance**

One who not only considers the rules, but reflects on their purpose, goes beyond compliance-based measures to consider what is right, just, and appropriate.

**Theme 5: Moral Goal**

A drive for task accomplishment that includes the use of virtues (e.g., prudence, honesty, and justice) throughout the decision making process to achieve a virtuous outcome.

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