

**Business Ethics Simulation  
Salary Worksheet**

			From MindTap Pre-Test		Knowledge Questions				Ethical Decisions			
Week	Key	Each chapter	Salary Goal	Promotion Goal	Starting Salary	# of Correct	# of Unethical or Illegal Decisions	# of Correct / Ethical Decisions	Ending Salary	Job Title	Time with Family (9 am - 9 pm)	
			Enter from MindTap, Select from list		\$35,000	4% salary increase each	minus \$3,000 each	4% salary increase each	Calculated automatically	see Promotion table below	Select from list	
						0.04	-3000	0.04				
1	Chapter 1	Age 23 - 25			\$35,000		3	1	2	\$39,096	Associate	
1	Chapter 2	Age 26-28	\$ 46,000	Vice President	\$39,096		3	2	1	\$39,299	Associate	50% with family
2	Chapter 3	Age 29-31			\$39,299		3	1	2	\$44,296	Associate	
2	Chapter 4	Age 32-35	\$ 59,000	Vice President	\$44,296		3	1	3	\$52,205	Sales Manager	50% with family
3	Chapter 5	Age 36-38			\$52,205		3	0	3	\$65,486	Sales Manager	
4	Chapter 6	Age 39 - 42	\$ 105,000	Vice President	\$65,486		3	1	4	\$81,599	Sales Manager	50% with family
4	Chapter 7	Age 43 - 46			\$81,599		3	0	4	\$106,014	Product Manager	
5	Chapter 8	Age 47 - 50	\$ 189,000	Vice President	\$106,014		3	1	3	\$129,624	Product Manager	50% with family
6	Chapter 9	Age 51 - 53			\$129,624		3	0	3	\$162,600	Product Manager	
7	Chapter 10	Age 54 - 57	\$ 207,000	Vice President	\$162,600		3	0	4	\$211,250	Regional Manager	50% with family
8	Chapter 11	Age 58 - 60			\$211,250		3	0	3	\$264,992	Vice President	
8	Chapter 12	Age 61 - 62	\$ 339,000	Vice President	\$264,992		3	0	2	\$320,535	Vice President	50% with family

Pre/Post Tests	Score
Pre-Test Knowledge Questions	
Post-Test Knowledge Questions	

Acme Promotion Path	Salary	Ethical Decisions
Associate	0 to \$49,999	< 5
Sales Manager	\$50,000	5
Product Manager	\$100,000	10
Regional Manager	\$175,000	20
Vice President	\$225,000	30

Associate  
Yes Sales Manager  
No Product Manager  
Regional Manager  
Vice President

0 46000 42500 38500  
1 59000 51000 41500  
2 105000 74000 51000  
3 189000 110000 62500  
4 207000 142500 81250  
339000 250000 225000 175000 100000  
  
0% with family  
10% with family  
20% with family  
30% with family  
40% with family  
50% with family

**Week 2**  
**Business Ethics Simulation Performance Review Self-Assessment**  
**Simulation Years 23-35**

The following questions are designed to help you reflect on your performance in the Business Ethics Simulation. Complete the Business Ethics Simulation Activities for weeks 1-2. Then, complete this performance review self-assessment as if you are filling this out for your performance review at ACME Corporation. You complete Performance Review Self-Assessments in weeks 2, 4, 6 and 8. Think about your results for weeks 1-2 in the simulation, progress you've made and any areas for improvement. Answer each question in 1-2 paragraphs.

1. What were your goals from the Pre-Test ACME (salary, promotion, work/life? How did your results in years 23-35 measure against my goals?

My goals from the pre test were vice president, maximum salary possible and 50% time with family which was also the maximum possible. Of course, they are in contrast with years 23-25 but I want to get there as soon as possible.

2. What unethical or illegal decisions did you make in years 23-35? Why did you think they were ethical/legal?

In the second question where there was an amount payable to June, I thought we could pay the amount and let Acme know because there are certain gray areas in business and this way the money could go to a good cause and the corporation would be aware which is best case scenario in my mind.

3. What changes (if any) would you like to make to your salary, promotion, and/or work/life balance goals?

I would love to get paid more, who wouldn't! But apart from this no changes.

4. What can you do to improve in my simulation performance?

I think I can keep more of an open mind but I do still disagree with decisions deemed correct in the simulation and by extension with the system that decisions deemed ethically correct get you an increase.

5. What are the different stressors in years 23-35 that you discovered that affected your morals and ethics? Explain why.

I think at younger ages not being super wealthy models decisions, for example you need the commission to pay the bills.

6. What other items should be in Acme's Code of Ethics/Conduct that would help you make better decisions?

I think clear execution of policies mentioned would be great. To elaborate, I will say that when there are "bad" actors making ethically questionable decisions and getting a benefit really puts a damper on people who choose to follow the guidelines and make "good" decisions.

**Week 4**  
**Business Ethics Simulation Performance Review Self-Assessment**  
Simulation Years 36-46

The following questions are designed to help you reflect on your performance in the Business Ethics Simulation. Complete the Business Ethics Simulation Activities for weeks 3-4. Then, complete this performance review self-assessment as if you are filling this out for your performance review at ACME Corporation. You complete Performance Review Self-Assessments in weeks 2, 4, 6 and 8. Think about your results for weeks 3-4 in the simulation, progress you've made and any areas for improvement. Answer each question in 1-2 paragraphs.

1. What were your goals from your week 2 performance review (salary, promotion, work/life? How did your results in years 23-35 measure against your goals?

My goals from week 2 performance review were to be better paid. My pre test goals were to be paid 59K by this time and have 50/50 work/family balance.

2. What unethical or illegal decisions did you make in years 36-46? Why did you think they were ethical/legal?

The one decision I made that was ethical but illegal was to report some things to my customers that the company was doing that was unethical. However, telling those people was illegal since my company must've had me sign an NDA. Such a stark difference here between ethical and legal, good example of what's always ethical isn't legal and what's legal may not be ethical.

3. What changes (if any) would you like to make to your salary, promotion, and/or work/life balance goals?

I would love to get paid more, who wouldn't! But apart from this no changes.

4. What can you do to improve in your simulation performance?

I think I can keep more of an open mind but I do still disagree with decisions deemed correct in the simulation and by extension with the system that decisions deemed ethically correct get you an increase. This is also what I said last time, if our belief system is relative then why are some decisions wrong/right?

5. What are the different stressors in years 36-46 that you discovered that affected your morals and ethics? Explain why.

I think when I rose to a level above entry and didn't have stressors such as paying bills, it really helped me make ethical (not always legal) decisions. However, there were stressors relating to company image and other people's lives, based on your decisions.

6. What other items should be in Acme's Code of Ethics/Conduct that would help you make better decisions?

Acme's code of ethics adheres to a capitalistic model and not to a truly ethical and moral model. However, since it operates in a capitalistic society, this is to be expected. Also what a truly ethical and moral model is, is very hard to define.

**Week 6**  
**Business Ethics Simulation Performance Review Self-Assessment**  
Simulation Years 47-53

The following questions are designed to help you reflect on your performance in the Business Ethics Simulation. Complete the Business Ethics Simulation Activities for weeks 5-6. Then, complete this performance review self-assessment as if you are filling this out for your performance review at ACME Corporation. You complete Performance Review Self-Assessments in weeks 2, 4, 6 and 8. Think about your results for weeks 5-6 in the simulation, progress you've made and any areas for improvement. Answer each question in 1-2 paragraphs.

1. What are my goals from your week 4 performance review (salary, promotion, work/life)? How did my results in years 47-53 measure against your goals?

As is the continuing trend from the beginning of this exercise, I always want to be in a better position, with better salary and still have a 50/50 when it comes to work life balance. Of course, given my goals I am not meeting them but as we go on in age I am definitely getting pretty close. At any point though I am not tempted to change my work life balance to be paid more; which is telling me a lot about myself.

2. What unethical or illegal decisions did you make in years 47-53? Why did you think they were ethical/legal?

As we go on in this simulation, the more we learn about the framework and how to apply it when making business decisions at a large business scale the more I am understanding on how to go about it. For these years, I only felt like there was one decision that I felt was ethical but was informed otherwise. This was the decision where you hire a manager from a competitor but don't listen to what he has to say about

3. What changes (if any) would you like to make to your salary, promotion, and/or work/life balance goals?

My goals from the pretest and even last week have always been to be at the highest position available and be the highest paid. I strive to make the best decisions possible always but at no point I felt like I wanted to change my work life balance or make unethical decision to get farther.

4. What can you do to improve in your simulation performance?

I think my moral and ethical value system could always use more work. At any point in my life I don't want to be of a mindset that I always know what's best. Especially when one is making decision that affect other lives.

5. What are the different stressors in years 47-53 that you discovered that affected your morals and ethics? Explain why.

For me, as I get farther in my career, I am becoming more cognizant of the fact that decision I am making are affecting so many other lives. This is a big stressor and puts pressure on me to make the "right" decision when there are many "right" decisions possible.

6. What other items should be in Acme's Code of Ethics/Conduct that would help you make better decisions?

I have always said this but I continue to emphasize that the company's code of ethics adheres to a capitalistic model and not to a truly ethical and moral model. However, since it operates in a capitalistic society, this is to be expected. Also what a truly ethical and moral model is, who knows?

**Week 8**  
**Business Ethics Simulation Performance Review Self-Assessment**  
Simulation Years 54-62

The following questions are designed to help you reflect on your performance in the Business Ethics Simulation. Complete the Business Ethics Simulation Activities for weeks 5-6. Then, complete this performance review self-assessment as if you are filling this out for your performance review at ACME Corporation. You complete Performance Review Self-Assessments in weeks 2, 4, 6 and 8. Think about your results for weeks 5-6 in the simulation, progress you've made and any areas for improvement. Answer each question in 1-2 paragraphs.

1. What are my goals from your week 6 performance review (salary, promotion, work/life)? How did my results in years 54-62 measure against my goals?

I always want to be in a higher position, get paid more, and maintain a 50/50 work-life balance, which has been the tendency since the start of this exercise. Naturally, I am falling short of my ambitions, but as we age, I am undoubtedly coming closer. However, I am never tempted to alter my work-life balance in order to increase my income, which speaks volumes about who I am.

2. How did your decisions impact your goals in years 54-62? Will you retire at the promotion and salary goal you made in week 1? How much does it differ from your original goals?

Apparently, my decision making framework has gotten better and I made 0 unethical decisions in this time period. I will be able to retire at the title and work-life balance that I wanted with taking an about 20,000\$ difference from expectation vs reality in terms of salary. This is a trade I'd make in a heartbeat.

3. Looking back at the entire simulation experience, what can you draw about the relationship between business ethics and professional advancement?

The simulation advanced my belief that the connection between business ethics and professional development is multifaceted. First, ethics build a strong professional reputation. Second, ethical leadership leads to career growth. Further, they reduce professional and legal risks. They put you in with the right kind of crowd, meaning to say they enhance networking and opportunities. Also, working for a corporation that your ethics align with goes a long way for growth and career stability.

4. Share at least three key learnings from this simulation experience. Did you learn anything surprising?

Three key learnings are; first, ethical behavior boosts career growth. Second, organizations value ethical behavior all the way to the leadership. Third, ethical conduct minimizes professional risks. The surprising thing is, the extent of its strategic value. It can be surprising how much organizations actively reward ethical behavior, beyond avoiding penalties, businesses view ethics as a strategic advantage that strengthens brand value and long term success.

5. How might you apply this to your real-life professional growth plans?

I will apply this by practicing it everyday; integrating ethics into my everyday decisions by asking the right questions and speaking up. I will seek out ethical mentors and role models, observe their decision making and request feedback. I also recognize this is a continual learning process, I will attend workshops and learn cross-culturally.

6. How will this experience impact how you coach people who report to you at work?

By integrating ethical principles into my leadership style, I will encourage open dialogue and empower my team members to voice concerns without fear, reinforcing that ethical choices are just as critical as hitting performance targets. I plan to model integrity through transparent decision-making and acknowledging my own mistakes, guiding direct reports toward fair conflict resolution and a deeper sense of accountability. This means recognizing and rewarding ethical actions, equipping employees with resources on compliance and moral reasoning, and weaving values-based considerations into everyday tasks. Ultimately, this approach fosters a trusting environment where people proactively address ethical dilemmas and grow into leaders who uphold both the company's standards and their own personal integrity.