

Conflicts of Interest

Cross - Industry Performance Overview Report

 31 Jan 01, 2015 - Jun 01, 2017

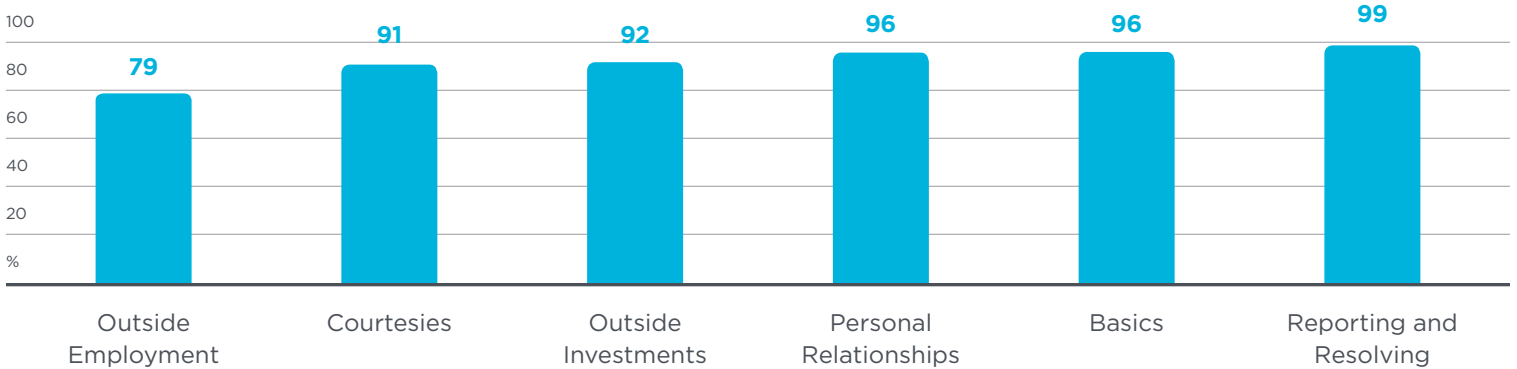
 The average cross-industry performance for Conflicts of Interest is **92%**.

Company Performance is the average of Performance by Category.



Performance by category

Performance by Category is the average of activities passed by each user within a Category.



Time spent

The numbers below show the average time spent by 95% of the users, eliminating 5% outliers with the longest duration.



25 Minutes to complete the course



5 Minutes spent in the policy/ course material/ best practices sections

Top five most challenging activities

Activity performance is the average of users who passed the activity by choosing the correct answer option(s).

01 **Category** Outside Employment

Question

Jackson offers Pietro's hardware company a steep, one-time discount on wood slats if he order in the next 24 hours. Pietro says, "My boss told me yesterday we have a shipment coming in from another supplier." When Jackson asks Pietro if he wants to buy his slats at a rock bottom price to warehouse before the summer rush, Pietro says, "I'm not going to bother asking. I'm guessing we have all the slats we need. But I think my friend's farm supply business could use some. Let me ask him."

Is Pietro involved in a conflict?

✗ 48% ✓ 52% 

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. No; farm supply and hardware are two different industries	✗	15%
B. No; his boss told him there is a wood supply coming in	✗	14%
C. Maybe; it depends on what the farm supply business will use the slats for	✗	14%
D. Yes; Pietro's business should have the opportunity to turn down the discounted wood	✓	52%
E. Yes; it's wrong to help a friend in business	✗	13%

02 **Category** Outside Investments

Question

Darnell is a technician at a solar company. His daughter, who is trying to open a bakery, stops by to see him on his lunch break. She asks him for a \$10,000 loan and offers him a stake in her business if he helps her get started.

Can Darnell provide the loan and take a share of the business?

✗ 26% ✓ 74% 

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. Maybe; it depends on if Darnell will have a controlling stake	✗	12%
B. Maybe; it depends if the bakery will be located near the company offices	✗	2%
C. Maybe; Darnell can provide the money, but not take a share of the business	✗	11%
D. Yes; this is not a competing business or investment	✓	74%
E. No; Any outside investment is a conflict	✗	11%

Top five most challenging activities

Activity performance is the average of users who passed the activity by choosing the correct answer option(s).

03

Category

Outside Employment

Question






Bettina works for an aerospace company, but her passion is crafting. She makes extra income selling items and teaching arts and crafts classes outside of work. Her boss is even a regular customer. Bettina teaches a class that occasionally requires her to leave work an hour early. She also prints a few color flyers at work now and then to advertise for craft fairs. No one has said anything and so far it hasn't been a problem.

What actions may cause a conflict in this situation?

 21%  79% 

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. Bettina sells crafts		2%
B. Bettina prints a few flyers at work		88%
C. Bettina's boss is one of her customers		21%
D. Bettina leaves an hour early a few times per month to teach		83%
E. Bettina has an interest in arts and crafts		1%

04

Category

Outside Employment

Question






Kostas works as an electrician for a large company. One day, on a work site, the supervising contractor approaches him and says, "I know you're a subcontractor on my job here, but how'd you like to earn a little extra doing work for me on other sites? Weekends and after your regular work hours, of course. I'd make it worth your while!" Kostas has been looking for additional work and thinks this might be a good source income.

Can he accept the opportunity?

 17%  83% 

Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. No; it is improper to accept secondary employment		12%
B. No; Kostas should simply find another full-time job to make more money		3%
C. Yes; Kostas is entitled to take any offer that comes his way		1%
D. Yes; the contractor is willing to accommodate Kostas' work hours		4%
E. Maybe; Kostas must first check with his own company		83%

Top five most challenging activities

Activity performance is the average of users who passed the activity by choosing the correct answer option(s).

05 **Category**
Outside Employment

Question

Jacques, a location specialist, is searching for a new store property for the beachwear company he works for. He tours a suitable storefront with great beach access. However, his brother has been looking to open a restaurant in a similar location. Jacques passes on the space and notifies his brother that it is available.

Is Jacques involved in a conflict?



Answer Option

% Chosen value will not add up to 100% because this activity type allows users to choose more than one option

Answer Option	Correct Answer	%Chosen
A. No; he owes his brother a favor	✘	1%
B. Yes; Jacques should not help his brother with his restaurant plans	✘	8%
C. No; Jacques' position should be a benefit to his family	✘	3%
D. Maybe; it depends on how many spaces Jacques has seen already	✘	7%
E. Yes; Jacques took an opportunity for his family through his job	✔	85%