

NOTES
On
Business Ethics

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Kohlberg's Stages of Moral Development

Level 1 - Pre-conventional morality

- At the pre-conventional level, individuals don't have a personal code of morality. Instead, the moral code is shaped by the standards of adults and the consequences of following or breaking their rules.
- Authority is outside the individual and reasoning is based on the physical consequences of actions.

Stage 1. Obedience and Punishment Orientation.

The individual obeys rules in order to avoid punishment.

Stage 2. Individualism and Exchange.

The individual follows the rules only if it is in his or her immediate self-interest to do so.

Level 2 - Conventional morality

- At the conventional level, individuals (most adolescents and adults), begin to internalize the moral standards of valued adult role models.
- Authority is internalized but not questioned and reasoning is based on the norms of the group to which the person belongs.

Stage 3. Good Interpersonal Relationships.

Individual try to live up to the expectations of people close to them.

Stage 4. Maintaining the Social Order.

Individuals broaden their perspective to include the laws of the larger society. They fulfill duties and obligations and want to contribute to society.

Level 3 - Post-conventional morality

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