

Personal values



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??? Personal values are the beliefs, values, and philosophies that we hold about life, its purpose, and our own purpose??? (Westman, 2009, para. 1).

These values evolve over time and are based on teachings and observations from various people in our lives. Personal value traits, such as honesty, integrity, and dependability define our character and are the driving force for our behavior. In addition, professional values are an extension of one??™s personal values that guide and influence a person??™s work behavior.

Therefore, it is important for a person to make sure that his or her personal values are in sync with a company??™s defined values and business practices. Doing so will result in continued commitment to activities and tasks while maintaining motivation. Using the results from the Ethics Awareness Inventory self-assessment test, I will compare how my personal values align with the organizational values of Kudler Fine Foods (KFF) and how these values would affect my performance as a manager at KFF.

Awareness Inventory Assessment My Ethical Awareness Profile, according to the Williams Institute Ethics Awareness Inventory Assessment (n. d.), is most closely aligned with (O) Obligation. The following is a scoring summary of my ethical profile:

Character	Obligation	Results	Equity	Row	Totals	Most	51044	=
24	Least	51711	=	24	Combined Score	010-3-7	=	0

The ethical profile of observation means that I have a tendency to determine if a person??™s actions are ethical based on the intent behind his or her actions, not the results. From this perspective, ??? ethical principles must be: (a) appropriate under any circumstances, (b) respectful of human dignity, and (c) committed to promoting individual freedom and autonomy??? (Williams Institute for Ethics and Management, n.

d., para. 1). Because I am sensitive to those who do not receive equal treatment, I want the best for each individual rather than the society as a whole. As a manager, I would encourage personal growth of my employees and equal respect, treatment, and opportunities for everyone.

Kudler Fine Foods ValuesThe corporate values of KFF are essentially the ideals of the owner, Kathy Kudler. ??? Research in small businesses suggest that the owner-manager??™s personalities, in particular their values and goals, are indistinguishable from the goals of their businesses??? (Mary, 2006, para 5). Some of Kudler??™s values are a reflection of my personal ethics and would allow me facilitate her management style while holding true to my beliefs.

For instance, KFF places a high value on customer satisfaction as evident in its slogans for the meat, bakery, and produce departments (UOP, 2008). While handling special requests and orders for individual customers may not be cost or time effective, KFF wants to ensure the best product for each customer. This type of thinking coincides with my ethical principle of focusing on the actions of the person instead of the end results. Kudler??™s actions demonstrate an obligation to provide her customers with exactly what they want, instead of focusing on the cost of providing such an individualized service. The main corporate value of KFF that I would not be able to identify with as a manager, would be Kudler??™s inability to delegate responsibilities to her employees. In accordance with the results of my Williams Institute Ethics Awareness Inventory Assessment score (n. d.

, para. 2), I believe that fostering personal growth takes precedence over achieving efficiency through organizational and social structures that tend to dehumanize ethical decision making. Kudler should respect the decisions and authority of her employees by allowing them the freedom to do their jobs independently. This pitfall will produce negative effects from her employees as well as threaten the company's ability to succeed.

Conclusion Companies can achieve significant benefits by aligning their corporate mission with the values of their employees.

The results of doing so will be evident in the teamwork, communication, and performance of each employee. Although, I do share some common values with Kudler, I believe that her deficiency of personal values related to individual respect, equal opportunities, and free choice could be the cause of issues related to future success. The ethical values that I would bring to KFF as a manager will complement Kudler's vision and mission while enhancing workflow and the financial outlook of the business. .

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