

Analyze the self assessment essay



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Whether it is in regards to family, friends or co-workers we constantly do self assessments. Self-assessment is defined as a process through which individuals gain knowledge about themselves. This includes information about their likes and dislikes as well as their reactions to specific situations. By knowing more about themselves, individuals can be able to determine the work situations and occupations that are most appropriate for them. There are several lessons that can be learnt from self-assessment in relation to individual decision making.

This research paper will examine reveal the lessons learned from self assessment. We will observe of the Influence of the American College of Healthcare Executives (ACHE) as a guiding force in setting ethical standards in the healthcare industry. This will lead us to discuss how our individual ethics influence our decision making. Lastly, a formulated strategy on enhancing future decision-making will be explained. Self-assessments of an individual's abilities have proved to play a fundamental role in career-based decision making. Self-assessments also serve as a deep-seated information source which provides a basis for decision-making.

A good example is the Jungian Personality Self-Assessment which was developed from the theories of personality types by Carl Jung (Sedgwick, 2008). This type of self-assessment was initially created with the aim of helping women in the course of the Second World War in order to give them a chance to enter the workforce. There was a marked success in the Jungian Personality Self- Assessment which was eventually published in the year 1962 (Junker, 2005). Self- assessments enable participants to have knowledge of their personality types.

This In turn helps Individuals to determine whether they cult in specific relationships, Jobs, learning styles, educational pursuits and means of personal growth. The Western Nevada College noted that self-assessments are not used to define an individual but they enable people to figure out various types of personalities and their implications. Individuals with different personality types naturally pursue varying perspectives, interest, motivations and behaviors. Awareness of personality types enables people o comprehend and value other people who act and think differently.

Hence, awareness about one's personality type Is the most crucial step towards Individual decision making process (Junker, 2005). In knowing one's personality it can shape one's views on ethical decision making, especially in the realm of healthcare management. Healthcare managers often face situations that are ethically complex for instance, determination ofaccountabilityfor medical errors. Healthcare associations and I organizations strive to ensure dignity, maintain ethical standards ND ensure superior-quality of care within the profession of medicine.

However, It can be extremely challenging to uphold the aforementioned standards in practice due to the complex nature of situations confronting healthcare managers (Morrison, 2009). The American College of Healthcare Executives (ACHE) Code of ethics is maintained by the organization. The code of ethics is responsible for setting standards of ethical behavior pertaining to healthcare professions In their association with patients. ACHE standards give a gulled as to howhealthcare professionals need to perform tenet professional activities.

According to ACHE code of ethics, healthcare professionals should practice with integrity, honesty, fairness, respect and good faith (Morrison, 2009). ACHE standards play a fundamental role of promoting managerial ethics within the healthcare profession, which is the key to ethical decision-making. According to a report by an American Medical Association, placing more structures on ethical-decision making helps in improving managerial ethics within the healthcare profession. Hence, ACHE standards enhance the focus on goals and structures within the healthcare organization.

Consequently, this ensures increased ethical accountability on the healthcare professionals resulting in enhanced ethical decision making process (Morrison, 2009). Hence, it is clear that the ACHE standards provide a comprehensive ethical direction for health service professionals. Despite the beneficial effects of the standards, a thorough analysis of the ACHE code was done. It points out the fact that it fails to sufficiently address various ethical issues pertaining to managed care. This forces us to probe our personal ethics at a deeper level.

Individual ethics refer to the ability to differentiate what is right from what is wrong. This may entail personal values, norms and beliefs. The influence of individual beliefs and values as well as the values of the coworkers has a great impact on an individual's decision making (Farrell, Frederica and Farrell, 2006). While some organizations encourage their employees to come up with ethical choices, other organizations lead to promotion of immoral conduct within their employees. There is an assumption that many people make choices which are grounded on their personal values and beliefs.

According to social scientists, there are various factors that influence ethical decision making, and individual factors are among the significant factors to consider. One of the great challenges encountered in relation to organizational ethics is that of individual ethical values. Individual factors are essential in the resolution of ethical issues of concern. Disputes between coworkers usually emerge in an organization or workplace, and decisions made in order to resolve the conflicts are based on the conflicting parties' moral philosophies and beliefs.

The importance of ethical issues reflects the feelings of an individual once initiating the process of ethical decision making (Farrell, et al. , 2006). It is therefore clear that an individual's beliefs and values play a crucial role in ethical decision making. However, it is noteworthy that individuals' decisions are dependent on an organization's ethical climate, culture and pressure from supervisors and coworkers. Every organization has its own ethical climate that has a significant impact on its employees' decision making process (Farrell, et al. , 2006). -But a focus should be placed on enhancing future decisions.

Many important outcomes of families, individuals, societies, organizations and governments are shaped by the various decisions made. It is therefore essential to formulate appropriate strategies to improve decision making in the future. Due to the massive costs that may be caused by illogical and unsound decision making, it is vital to lay great emphasis and effort in coming up with strategies that can improve the act of decision making (Feldman, 2002). One effective strategy that can be used to improve

decision making is optimizing. Through optimizing, an individual is able to choose the best possible answer to a given issue.

It is first of all essential to determine a list of alternatives from which one can be able to choose the most suitable solution or alternative to adopt. In a timorousness, an optimizing strategy appears at ten cost involved. With alternative solutions, importance of the problem, individual values, time availability and availability of knowledge and resources (Feldman, 2002). Organizations can employ a motivation strategy in order to improve decision making process in the future. Through motivation, people can gain self-confidence and get to believe in themselves.

One of the important aspects to making logical decisions is having a belief in oneself. People who are confident have a high probability of making appropriate decisions. Hence, it is essential for organizations to have influential leaders who have the ability to motivate the employees they manage (Feldman, 2002). At some point in our life we, voluntarily or involuntarily, take a self-assessment. It is from this that we learn who we truly are. A method such as the Jungian Personality Self-Assessment introduced by Carl Jung is an excellent assessment to probe who we really are.

It could be argued that a fine line exists between knowing who you are and the ethics that guide us. For those individuals in healthcare, when walking that fine line having the code of ethics as put forth by the ACHE to guide one's decision-making aids to reduce to intervention of personal feelings when professional decisions are made. To ensure this, imploring the process of optimization to arrive at the best conclusion has yielded successful

results. The ability to separate personal from professional is very important and self-assessments can aid in that procedure. References Feldman, D. A. (2002).