

Example of applied ethics critical thinking

[War, Intelligence](#)



Critical thinking & application paper – if looks could kill

The above case study identifies certain ethical issues like self opinion, differential conduct, discrimination, effectiveness and fairness displayed in the hiring process. The central ethical issue in this case study is that of physical attractiveness being a criterion for hiring. This is despite repeated assurances from parents who coach students to consider personality and intelligence as important attributes rather than physical attractiveness. One of the most important sources discussing the influence of physical attractiveness being a hiring factor is the peer-reviewed article which tries to determine the extent in which physical attractiveness is considered to be a critical factor for hiring decisions. The article establishes that despite countless empirical evidence displaying that intelligence and personality are far more influencing factors, employers pay considerable amount of importance to beauty and physical attractiveness being a criterion for recruitment (Judge, Hurst & Simon, 742). The article further discusses that hirers should lessen prejudices towards hiring attractive individuals and recruit people on the basis of intelligence and other job related traits. The second source argues that in most professions physical attraction should not be a hiring criterion. This is because individuals base their hiring decisions on external stereotypes formed by a prejudiced mind rather than considering intrinsic traits like selflessness, character and integrity. It bluntly points out the ethical issue which is the central theme of this case study (James, 632).

This article traces the manner in which physical attractiveness has been evolved and applied in hiring decision making in the workplace. The article

also emphasizes on a rise in instances of cosmetic surgery as a means to attain beauty. Accordingly a lot of literature review on physical attractiveness being hiring criteria has been mentioned and possible practicalities of this issue have been highlighted (Patzner, 4 - 5).

The case study does provide some options to be selected. The first is to select Darell because he has demonstrated better knowledge of research and has also been presentable. In all, most selectors found him to possess a strong personality and intelligence. This may lead to the students being displeased. However, Darell may over a period of time successfully enthrall students and gain their trust and respect. The second option is that of choosing any one of the other two candidates on the basis of physical attractiveness. It may be observed that the other candidates are not in a position to suitably explain and enthrall the students thereby leading to a failure in performance levels.

Virtue ethics emphasizes on particular ideals to be followed rather than regulations and restrictions. It stresses on developing and honing favourable traits in human beings. According to this theory, individuals possessing certain virtues will be opposed to committing immoral acts (Bertland, 25). In this case, the theory of virtue ethics will hold good as it has to do a lot with the current situation where if the selectors select the other candidates based on physical attractiveness, then the candidate has to hone certain attitudes which will make the person to be a better human being in terms of personality, intelligence and research.

Given the above case study, the instructors will have to consider the theory of virtue ethics and hire a candidate based on physical attractiveness. This is

because; students will be appealed and interested in taking lectures from an attractive and knowledgeable instructor. The instructor will be provided a particular time to develop certain skills which the hiring committee has found lacking or need improvement. This is mainly because most stakeholders (students and some of the hiring panel members) are favouring the opinion of hiring a teacher possessing good looks as well as knowledge.

Lastly, the applied ethics paper has made me equipped to face certain ethical dilemmas and accordingly make decisions effectively. Prior to taking certain decisions it is essential to consider the opinions of relevant stakeholders, weigh the advantages and disadvantages of the decision and consider the suggestion of peers, superiors and colleagues (if applicable).

Works cited:

Bertland, A. ' Virtue ethics in business and the capabilities approach'. Journal of Business Ethics, 84. 1(2009): 25 – 32. Print.

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