

Personal values



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Personal Values According to the article written by Dennis Jaffe, & Cynthia Scott, CEO Robert Haas noted his philosophy in an interview in Harvard Business Review: “ Weve learned...that the soft stuff and the hard stuff are becoming increasingly intertwined. A companys values-what it stands for, what its people believe in-are crucial to its competitive success.

Indeed, values drive the business”(1). ??? Managers attitudes and behaviors are built upon their personal value systems (PVS), Knowledge about the structure of managements PVS assists in understanding the attributes of corporate decision making???(2). In the past managers use to tell employees what to do and stand over them to make sure they did what they were told. Today managers are in a position in which they have to guide, train, and support, motivate, and couch employees (3). Because of this role managers have, their values play an important part in leading the team to accomplish the values expected from the company and their customers. In this paper the author will identify her values as determined by the Williams Institute Ethics Awareness Inventory self-assessment, how these values align with the values of Kudler Fine Foods, and how this would affect her performance as the manager of this organization. My Values According to Williams Institute Ethics Awareness Inventory self-assessment, this authors Ethical Profile is most closely aligned with obligation and least closely aligned with results. This assessment correctly stated she is more concerned with doing what is morally right rather than achieving results.

She always believes that every individual deserves respect for who they are. She will not take credit for somebody else??™s work and will go beyond that to acknowledge any efforts they may have provided to the success of the

outcome. People do have a right to make their own decisions, which is interesting because of the career she has chosen the last six years. This assessment along with other assessments she has taken for various positions has helped her identify some problems with her sales career. She had good success with building relationships and increasing her sales through these relationships. Her values of being morally right and respecting others made it difficult to achieve the necessary result required when the economy was bad. Not a good quality in sales. According to the self-assessment the right choice may not benefit the company and may result in loss of promotion or termination.

Unfortunately that happened in two different situations. Although her values contributed to some negative results, they also helped build relationships, gain trust allowing value to be shown, prompted her to quickly follow through with any problems, and work hard to ensure what she promised was provided. Kudler Fine Foods Values The mission statement for Kudler Fine Foods, states, ??? Kudler Fine Foods is committed to providing our customers with the finest selection of the very best foods and wines so that your culinary visions can come true.??? There is a commitment to provide the finest chesses, wine, produce and meets, and value customers by providing organic produce and ingredients, not adding unnecessary preservative to the products and rotating food to assure it is fresh at all times. There is a strong commitment to the community by providing any food that does not meet freshness standards to the local shelters.

Customer??™s satisfaction is accomplished by offering a free purchase if not completely satisfied. Kudlers??™s respects the individuality of each

customer by offering to special order requested products. Kathy builds relationships by giving personal attention to each customer and interacting with her staff. Kathy is respectful of the staff and always pays her vendors on time. When ever she is short of staff the team will work together to assure the needs of the store and the customers are met.

Management Performance Kudler Fine Foods is seeking a manager that will allow Kathy the opportunity to interact more with the customers and staff. Since values are similar, the author's performance as a manager would have a positive affect on the company. The importance of respect for all people, a strong believe in doing what is morally right, and the acknowledgement of the importance of individuality are a few examples in how the two values align. Because values are similar the author would be able to function in whatever area Kathy has needed assistance. Since the author has a strong sense of respect for others, she would ensure bills are paid on time, inventory would be ordered to meet the needs of all customers and the stores, staff and customers would be treated with respect and quality would be maintained at all times. Values are an important part of affectively working with a team and providing the competitive edge needed to succeed.

Understanding individual and corporate values can assist a manager in leading the team towards this success. Managers can no longer give orders and just expect them to be followed. Leadership, coaching, training, and supporting are necessary to achieving organizational results. In this paper the author identified her values as determined by the Williams Institute Ethics Awareness Inventory self-assessment; she showed how these values

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aligned with the values of Kudler Fine Foods, and how this would affect her performance as the manager of this organization. References: Jaffe, D., & Scott, C.

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