

# OPPORTUNITY COLLABORATION

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## Colloquium for the Common Good 2010 Session Three: My Values, My Practice



BABSON

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**Giving Voice to Values**

### Exercise: A Tale of Two Stories

#### Introduction

In your careers thus far, have you encountered workplace situations when your beliefs about poverty alleviation conflicted with what you were asked to do, or found yourself doing?

It is not always easy to align your own personal values and organizational ideals with those of your boss, your co-workers, your direct reports, the organization itself, or the environment in which you operate. This exercise is designed to help you identify and develop the competencies necessary to achieve that alignment.

#### Objectives

- 1.) To reflect on your previous experiences, successful and less so, at effectively implementing your commitment to poverty alleviation.
- 2.) To explore the conceptual frameworks and personal values that underlie your commitment to poverty alleviation.
- 3.) To discover which conditions empower you and your organization(s) to effectively apply your frameworks and corresponding values, and which ones tend to inhibit that action.

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This material is part of the **Giving Voice to Values** curriculum collection ([www.GivingVoiceToValues.org](http://www.GivingVoiceToValues.org)).  
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## Instructions

### **Part I**

- Recall a time in your work experience when your programmatic goals<sup>1</sup> conflicted with what you were expected to do in a particular, non-trivial organizational situation, and you spoke up and acted to resolve the conflict, or prevent an unfavorable outcome.
- Consider the following 4 questions and write down your thoughts and brief responses:
  - What did you do, and what was the impact?
  - What motivated you to speak up and act?
  - How satisfied are you? How would you like to have responded? (This question is not about rejecting or defending past actions but rather about imagining your Ideal Scenario.)
  - What would have made it easier for you to speak/act?
    - Things within your own control
    - Things within the control of others

### **Part II**

- Recall a time in your work experience when your programmatic goals conflicted with what you were expected to do in a particular, non-trivial organizational situation, and you did not speak up or act to resolve the conflict, or prevent an unfavorable outcome.
- Consider the following 4 questions and write down your thoughts and brief responses:
  - What happened?
  - Why didn't you speak up or act? What would have motivated you to do so?
  - How satisfied are you? How would you like to have responded? (This question is not about rejecting or defending past actions but rather about imagining your Ideal Scenario.)
  - What would have made it easier for you to speak/act?
    - Things within your own control
    - Things within the control of others

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<sup>1</sup> In this exercise, “programmatic goals” refers to operational frameworks and anticipated results that have an ethical dimension to them. That is, I might disagree with your idea about the most efficient medium to communicate with a target population, but there is usually not an ethical component to that decision. However, if one choice reflected a commitment to inclusiveness and the other didn't, even this disagreement might be appropriate for discussion here.