

Personal, Organizational, or Cultural Values Influencing Decision-Making
in Personal and Professional Lives

Debra C. Williams

Managerial Communication & Ethics (COM525)

Mr. Jerry Barkley

September 24, 2004

Abstract

Personal, organizational, and cultural values can affect our decision-making process in our personal and professional lives determining our success or failure. Every decision renders consequences whether good or bad, and these values can influence its outcome. Personal, organizational, and cultural values will describe how you will take the journey as well as the achievement of the journey. These values will be discussed singly and together when used in decision-making in our personal and professional lives.

Personal, Organizational, or Cultural Values Influencing Decision-Making in Personal and Professional Lives

Whether it is a personal, organizational, or cultural value, a value is a “belief, a mission or a philosophy” (Retrieved September 10, 2004), which can affect our decision-making process in our personal and professional lives.

Committing to and applying these values ultimately can determine his or her success or failure in their daily lives. Every decision renders consequences whether good or bad, and these values can influence its outcome. Each person’s values will describe how he or she will take the journey as well as the achievement of the journey. The paper will focus on how personal, organizational, or cultural values can affect decision-making in his or her personal and professional lives.

A personal value involves beliefs formed by family, religion, schools, and/or peer group. These values can range from trust in others, hard work, responsibility, punctuality and harmony of purpose. Influential experiences from our parents, a bad experience, or an internal drive within a person can become a motivator for success or failure. For example, if one’s parents were working parents and every day their child saw them get up, do their family duties, and work eight or more hours to provide for their family, chances are that child would become a responsible adult. However, if one’s parents did not show these types of values, then chances are that child would not become a responsible adult. Day-to-day contact with different people helps develop his or her personal values and can change accepted values. These values “grow, shift, and change

throughout our lives” (Peters, 2003, p. 30). Regardless of how these values are obtained, they will impact our decision-making process. Personal values make up the person; however, the person has the choice of the decision-making in his or her personal or professional lives.

An organizational value is a translation of a company’s behaviors during day-to-day actions to complete a specific mission or goal. Most organizations place their values in a Code of Ethics and Standard of Conduct policy. This policy:

states that each of our employees is responsible for both the integrity and the consequences of his or her own actions. The highest standards of honesty, integrity, and fairness must be followed by each and every employee when engaging in any activity concerning the company particularly in relationships with customers, competitors, suppliers, the public, and other employees. (Blanchard & Peale, 1988, p. 21)

Organizations use their values to strategically guide each decision and action with hopefully obtaining a win-win result with good and ethical decision-making. However, if top management and employees do not buy into their company’s values’, unethical activities may occur from poor decision-making. In an organization, “every difference of opinion” can “encounter a win-lose confrontation” (Blanchard & Peale, 1988, p. 50) whereas a Code of Ethics and Standard of Conduct policy holds everyone accountable for upholding the organization’s values. These values impact the productivity and commitment of the organization, and the decision-making process can determine its failure or success in our personal and professional lives.

Cultural values are adopted knowledge and traditions from a specific origin of people. These values are acquired through voluntarily exchanges from

person to person or country to country. They shape economic and political success. Sharing cultural values build society knowledge. Also, through sharing cultural values, one finds out how people are expected to behave in different regions of the world. For example, if a company had a Japanese client visiting, they would not greet the client with a handshake but with a head nod. Another example is when exchanging gifts with the Japanese culture, an ink pen that writes in red is unacceptable because it signifies death. Therefore, decision-making is contingent on the cultural values of the people involved. One must remember that each culture has its own traditions, values, and ideas, and when these values are shared and learned, a stronger connection is developed. Without cultural values, decision-making would be difficult in responding to the basic needs of others.

Conclusion

A personal, organizational, or cultural value affects decision-making in his or her personal and professional life. Success or failure will be determined by applying or committing to the one or all of these values at any given time. As stated previously, every decision renders consequences whether good or bad, and these values can influence its outcome. "There is no right way to do a wrong thing" (Blanchard & Peale, 1988, p. 19). Using his or her personal, organizational, and cultural values will describe how one will take the journey as well as the achievement of the journey if his or her decision-making is wisely noted. It should be noted, "a person who uses such manipulative behaviors to get ahead in the great American rat race will always feel dishonest, and will

suffer from feelings of low self-esteem” (Ferrell & Gardiner, 1991, p. 94).

Personal values involve beliefs formed by family, religion, schools, and/or peer group. Organizational values are a translation of a company’s behaviors during day-to-day actions to complete a specific mission or goal. Cultural values are voluntary exchanges of knowledge and traditions from a specific origin of people. These values impact the productivity and commitment of our daily lives, and our decision-making determines our success or failure in whatever endeavor we choose. Trust is a good example of the three values - personal, organizational, and cultural values. It is essential for these values and will make decision-making easier regardless of the endeavor. “Trust is the glue that holds” (Ferrell & Gardiner, 1991, p. 53) personal, organizational, and cultural values together as well as they can stand by themselves. Personal, organizational, or cultural values affect decision-making in his or her personal and professional lives such as his or her home, community, workplace, and abroad.

References

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