Values, Self-Esteem and Ethics

Introduction
Consultants, business people and humans in general are constantly making decisions which influence their behaviors. Their actions are based on their values, self-esteem and ethics. Rarely do we consciously think about our values and how those beliefs influence our lives. Additionally, we don’t think about the connection between values and self-esteem, or how those two entities affect our ethics.

The main purpose of this lesson is to make the connection between values, self-esteem and ethics. We will achieve this goal through the following objectives.

Objectives
At the end of this session, you will be able to:
- create a consensus matrix listing your values;
- pin point were your values come from;
- determine if your values change depending on the context or the people you are with;
- define self-esteem;
- assess how your values influence your self-esteem;
- define ethics;
- assess how your ethics are connected to your values and self-esteem.

Outline
Read the Tony handout
Create a consensus matrix
Analyze were your values originated
Determine if your values change
Define Self-Esteem
Define Ethics
Discuss how ethics, values and self-esteem are connected
VALUES
I. Before proceeding, read the Tony handout.

II. Consensus Matrix of Values
If you recall from HPT 810, there is a task analysis tool called Consensus Matrix in which SMEs compare and rate two items in order to develop a list of what items are valued most. We are going to use the Consensus Matrix technique to help us determine our values. Below is an example of a consensus matrix using a comparison of four values.

<table>
<thead>
<tr>
<th></th>
<th>Success</th>
<th>Love</th>
<th>Friendship</th>
<th>Inner Peace</th>
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<tbody>
<tr>
<td>Success</td>
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<td>Love</td>
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Using the list of values below (and if you can think of more add them to your matrix), create a consensus matrix for your moving towards values and your moving away values. For each of the two matrixes, compare each value to each other so at the end of the comparison, you have your list from most important value to least.

MOVING TOWARDS
Success  Courage  Adventure  Influence  Fame
Self-Respect  Financial Security  Popularity  Service to Others  Passion
Friendship  Emotional Growth  Knowledge  Commitment to a Cause  Freedom
Inner Peace  Material Comfort  Appreciation  Truth  Love

MOVING AWAY
Isolation  Judging Incorrectly  Non-Acceptance  Depression  Conflict
Uncertainty  Physical Harm  Frustration  Dependence  Boredom
Fear of Failure  Dishonesty  Anger  Emotional Growth  Rejection

Journal Activity Four – Values exercise additional clarification about creating the two matrixes.

The first Consensus Matrix should compare all of these values (i.e., Moving Towards) and any additional ones you wish to add:

MOVING TOWARDS
Success  Courage  Adventure  Influence  Fame
Self-Respect  Financial Security  Popularity  Service to Others  Passion
Friendship  Emotional Growth  Knowledge  Commitment to a Cause  Freedom
Inner Peace  Material Comfort  Appreciation  Truth  Love

The second Consensus Matrix should compare all of these values (i.e., Moving Away) and any additional ones you wish to add:

MOVING AWAY
Isolation  Judging Incorrectly  Non-Acceptance  Depression  Conflict
Uncertainty  Physical Harm  Frustration  Dependence  Boredom
Fear of Failure  Dishonesty  Anger  Emotional Growth  Rejection
III. After composing your two lists, analyze who or what influenced your values. Write down your thoughts on a separate sheet of paper. Please type the statement in bold on your sheet along with III so the instructor knows which item you are answering.

IV. Next, determine if your values change depending on the context or the people you are with. Again, right down your thoughts in the space below.

SELF-ESTEEM

I. What is self-esteem?

The Random House College dictionary defines self-esteem as “respect for or a favorable impression of oneself.”

In the Psychology of Self-Esteem, Nathaniel Branden discusses the meaning of self-esteem:
“There is no value-judgment more important to man- no factor more decisive in his psychological development and motivation-than the estimate he passes on himself.

This estimate is ordinarily experienced by him, not in the form of a conscious, verbalized judgment, but in the form of a feeling, a feeling that can be hard to isolate and identify because he experiences it constantly: it is part of every other feeling, it is involved in his every emotional response.

An emotion is the product of an evaluation; it reflects an appraisal of the beneficial or harmful relationship of some aspect of reality to oneself. Thus, a man’s view of himself is necessarily implicit in all his value-responses. Any judgment entailing the issue, “Is this for me or against me?” – entails a view of the me involved. His self-evaluation is an omnipresent factor in man’s psychology.

The nature of his self-evaluation has profound effects on a man’s thinking processes, emotions, desires, values and goals. It is the single most significant key to his behavior. To understand a man psychologically, one must understand the nature and degree of his self-esteem, and the standards by which he judges himself....

Self-Esteem has two interrelated aspects: it entails a sense of personal efficacy and a sense of personal worth. It is the integrated sum of self-confidence and self-respect (109-110).”

ETHICS

I. What is ethics?

The Random House College dictionary defines ethics as “...values relating to human conduct, with respect to the rightness and wrongness of certain actions and to the goodness and badness of the motives and ends of such actions.”

II. Answer these questions on how ethics, values and self-esteem are connected.

1. A person who lies and cheats to succeed would most likely have what types of moving towards and moving away values?

With those values listed above, how would you describe this person’s self-esteem?

2. How would you describe the societal ethics of our country in this day and age?

Using the description you wrote above, how would you describe the collective self-esteem of our country?

3. What are the values within the organization in which you work?

Do your values align with the organizational culture? And through the alignment or misalignment, how does that affect your actions and your self-esteem?
CONCLUSION
For Review, tell me:

1. What your top moving towards values?
2. What your top moving away values?
3. What are the two ingredients of self-esteem?
4. What is ethics?
5. How are ethics, values and self-esteem connected?

This lesson created greater conscious awareness of what you value and how your values and self-esteem are related. Additionally, you have analyzed how people’s self-esteem directly impacts their ethics.

In the future, I hope you continue to reflect on the items discussed today. I also hope you re-read the handouts to further reinforce the concepts learned in order to assist you in your advancement as a consultant, and more importantly, aid you on your journey in becoming a more evolved human being.