

Social Issues in Management and Business Ethics: Exercises and Activities

Exercise/Activity Title:

“Framing Self” Report

Exercise/Activity Explanation (150 words or less):

This activity gives you the opportunity to analyze in depth:

- (a) your own values,
- (b) who you are at your best and how you believe you contribute to the communities you share with others,
- (c) what others consider very valuable about you and how they believe you contribute to the communities you share with them.

This analysis provides you the opportunity to reflect on your values. It also permits you to compare and contrast what you consider valuable about yourself with those contributions others consider valuable about you. Furthermore, you will be able to consider how this may relate to your career choices and progress.

Assignment is on the following page.

Optional – Contact Information:

If interested in additional information, please contact Professor Anke Arnaud, Embry-Riddle Aeronautical University, arnauda@erau.edu; Assignment based on the “Reflected Best Self Exercise,” developed by Quinn, Dutton and Spreitzer; contributed by Anke Arnaud, Embry-Riddle Aeronautical University, arnauda@erau.edu

“Framing Self” Report

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Purpose:

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Content:

A. My personal values

Answer the following questions:

- 1. Name your 3 or 4 deepest values. Why are those your deepest values?
- 2. What is the one sentence you would like to see in your obituary that captures who you really were in your life?

B. Framing my best self

Answer the following questions:

- 1. Who are you at your best? What do you value most about yourself? Give one or two examples to illustrate who you are at your best.
- 2. What do you feel you contribute to the communities you share with others? What do you think others value most about you?

C. My best self as framed by others

- 1. Compose and send a feedback form via email or letter to 10-20 people. These should be people who know you well. Start your feedback form with a brief introduction explaining the assignment and how their feedback relates to the assignment.

In the feedback form, ask the people who you are at your best, what they value about you the most, and how they feel you contribute to the communities you share with

them. Please ask them to provide as many detailed examples as they can think of. You can ask friends, family, peers . . . anyone who you know well enough so they can offer constructive and positive feedback to you. Try to ask some people who don't know each other, so that you get a variety of perspectives. You should ask them to reply by a certain date of your choice, and give them at least two weeks to respond before that deadline. Even better, allow yourself enough time that you can send a reminder to those that you haven't heard from by the deadline, wait a week for them to respond.

2. Review the feedback you receive from each person and identify common themes. How does the feedback compare/contrast with your own evaluation of yourself? Does it agree? Does it disagree? Any surprises?
3. Write a report summarizing your analysis. Make sure you include answers to all the questions asked on the feedback forms as well as a description of the common feedback themes with explicit examples.

Now think about how this may impact your career choice and development. How do your values affect your career choice and progress? What are some strengths you bring to the table that make you a valuable member of your future organization and its community?

Format:

- Separate important sections of your report with headings. Be creative and develop your own headings.
- 4-5 pages long, double-spaced
- Use 11-point, Times New Roman font with 1 inch margins all around.
- Error-free (make sure you proof your work thoroughly—no typos, grammar errors, or spelling errors): **each** error can result in a loss points. (The writing lab can help you with proofreading your report.)