

Intro to GVV

Q1: What do you think are the key strengths of the GVV approach? Do you see any potential pitfalls? How might this be addressed?

- Some of the strengths of the GVV approach is the ability to provide self-reliability as well as self-confidence. As an introverted person myself, I sometimes find it difficult to speak on topics that are discussed in a large group setting. Mainly because there are a lot of opinions, and I don't want to not be prepared. The GVV approach is centered around practicing for the rebuttal that one could receive if they were to speak on their thoughts.
- I do not see any pitfalls to this approach. It can be a useful tool for some individuals to use, while others may not find it beneficial at all.

Q2: How might the GVV approach be useful in other contexts, besides career or work life?

- The GVV approach can be useful in many different situations. It can be useful in your home, when discussing topics with family members or raising your children a certain way. It can be helpful in your religion or spirituality to be able to have certain conversations with people and being able to communicate effectively. The GVV approach, from the introduction, has a lot of pre-thought that can be useful in engaging in communications that could bring debates.

GVV Pillar 1: Values

Q1: Is agreeing on a set of shared values enough to resolve differences in cultural understandings of those values?

- I would say that it is the goal of bringing shared values to light. However, I do not believe that it is enough to resolve differences in cultural understandings of these values. One culture may experience kindness one way, and another culture may experience it differently. Both cultures are experiencing kindness and can agree that it is a value that is needed, but they practice it according to their culture.

Q2: What are some examples of cases in which appealing to common values can help smooth over differences of opinion?

- There are certain values that most everyone can agree on, such as respect; loyalty; kindness; etc. These common value can be useful in certain debates when there is a difference of opinions. For example, mediation is used in a variety of settings so that the two parties that are having the difference of opinions can be reminded that they are there for common goals and values.

GVV Pillar 2: Choice

Q1: Think of a time when you have, in fact, effectively voiced/enacted your values, either in the workplace or elsewhere in your wider lives- student clubs, internships, study groups, sport teams, classroom, etc. What made it easier for you to do so? (the

“enablers”) What made it challenging? 9the “inhibitors”) What enabled you to overcome the “inhibitors”?

- There was an instance at my job where the management team was actively trying to build a file to get another one of the employers fired and they were pulling employees in and having one-on-one meetings with them about the specific employee. When they called me in to the meeting, I realized that they were exaggerating the stories that they had been formulating against the team member. When asked how I felt about the stories I told them the truth and how I was uncomfortable being put into the situation that I was currently put in.
- a. What made it easier for you to do so?
- I am very big on honesty and knowing that the team member had not done some of the things that they were being accused of upset me.
- b. What made it challenging?
- It was nerve wrecking to look at my management team and stand up for someone that I was not sure would do the same for me if they were put in the same position. I was also very new to the department and was not sure where I stood if they did not like my response.
- c. What enabled you to overcome the “inhibitors”?
- Because I was very new in the department, I had not really made a firm position and my actions were more important to me than losing a job that I had just begun.

Q2: What can you do to maximize the “enablers” and avoid/transform the “inhibitors” in your future experiences?

- For me, it is more about being more aware of my values and being confident to speak on them when someone is crossing the line. I will also probably have to learn how to see these inhibitors for what they are, a learning point. And knowing how to communicate my views effectively even with inhibitors to benefit myself and the department I am in.

GVV Pillar 3: Normalization

Q1: What are some of the predictable kinds of ethical challenges you face in your daily life (at school, in work, etc.)? By anticipating them, you can reduce some of their emotional power to catch you off guard, and thereby expand your access to real choices and your ability to handle them calmly.

- One ethical challenge that I think most college students face often is the accessibility to cheat. This is enhanced by students, like me, that take all online courses.
- Since I live in a very religious area, another ethical challenge that I face daily is the pushing of one’s ideas onto others to an extreme.
- Since I am married in an interracial marriage with a biracial child, I also face ethical challenges around how they are treated in some places that we may visit.

Q2: Have you ever spent time, before challenge arises, alone or preferably in collaboration with your peers, trying to figure out how you might effectively enact your own values in such instances?

- Yes. The summer integrative learning experience allowed me the opportunity to delve into how I would handle certain situations, since my project had an employee satisfaction survey. After the survey was completed, I was able to talk to my coworkers and discuss how my values were being negated in certain areas and was aware of areas that needed to be worked on for their benefit as well. My proposal to management took into consideration the values of the individuals I spoke with, as well as my own.

GVV Pillar 4: Purpose

Q1: What are the overarching values that guide your personal life? What are the overarching values that guide your career path or professional life?

- I want to be able to constructively make a difference in someone else's life. Whether this be in my personal life or my career. My overarching values that guide my personal life and those that guide my professional life are one in the same. I want to continue to be a very genuine, "what you see is what you get" type of person. This translates from personal life to professional life. These overarching values include: completing my tasks with dignity, practicing compassion when dealing with individuals, and build a reputation of honesty.

Q2: A. Do you agree with Handy's response?

- I do agree with the statement "The purpose of business is not to make a profit...it is to make a profit so that the business can do something more or better."

B. If you accepted it, how might it affect your decision-making?

- Having a business just to make money takes employees and consumers out of the equation. It takes the effect that the business could have on the community out of the equation. If we made decisions and made a profit with the idea that we could benefit those around us, we could really make more of a change in the communities. The decision-making process has now added more possible stakeholders to take into account and possibly provided more questions that need to be addressed before making final conclusions.

C. What might be some examples of the "something more or better" that he mentions?

- Some examples can include more benefits that the organizations can provide for employees or consumers that need them. For example, VUMC offers free lodging and uber services for individuals that need treatment but cannot afford to make it to them on their own. Services that were originally provided could also be updated.

GVV Pillar 5: Self-Knowledge & Alignment

Q1: In general, can you identify some strategies that are easier or more likely to be effective for a bold person to take when confronting value conflicts? What about for a more cautious person?

- An individual that is more comfortable with confronting these conflicts could use strategies such as planning to know how to handle the situation and to also use one-on-one conversations or meetings
- For someone who is a little more reserved they may be able to handle the situation without facing the situation. Sending emails, or written memos. They could also express their concerns with other management that they do feel comfortable with so that a group meeting could be scheduled.

Q2: Can you think of times when you have effectively voiced/enacted your values because you were acting in a way that was natural to you? And/or have you observed this in a friend or coworker/classmate?

- As I have stated before, I am a very introverted person, so while I have had my share of voicing my beliefs and values, I tend to go about it with group discussions. I am not a confrontational person and I tend to feel like group settings keep everyone more levelheaded.
- One of my friends is the opposite of me, and here recently she had a problem with one of her professors and was very quick to email and set up a one-on-one meeting with them so that they could sit down and discuss what had occurred.

GVV Pillar 6: Voice

Q1: Think about a time when you or someone you observed was particularly effective in voicing/enacting a values position. What made the approach effective? Was it their actual words? The way they said them. Their preparation and factual arguments? Their calm? Their use of humor?

- My best friend is the most confident person that I know and recently she was in a debate with someone at work and she approached the conversation as such. She was able to have an effective debate because she knew her values and she was very straightforward with them. There was no second guessing to her delivery.

Q2: Identify some of the different ways to be effective at voicing values. Which ones have you used effectively before, and which ones are you more comfortable applying. Does it depend on the situation?

- There are several ways to voice one's values. I tend to question situations when I believe that they do not align with my values. I am also comfortable with having a debate if I have had time to think about how to present the message that I will deliver. Which of these I use depends on the situation and if I have the time, I feel I need to address the issues.

GVV Pillar 7: Reasons & Rationalizations

Q1: Is it necessary to have a foolproof argument when raising an ethical objection?

- It is not necessary to have a foolproof argument, as this will not be very obtainable. It is necessary, however, to practice what you want to say so that you are ready for their debate. This allows you to be ready to present your side of the argument without losing the confidence to continue in the debate.

Q2: If you suspect that your ethical objections will not be heard, is it still worthwhile to make them? Why or why not?

- Yes, this is still very important. As mentioned in the first video, if you do not speak up when something goes against your values, they tend to believe that they will continue to not be.

Summary

Giving voices to values educates individuals on the skills needed to handle ethical and value challenges that they may encounter during their personal life and/or their professional life. There were 8 videos that demonstrated this theory and included Intro to GVV, GVV Pillar 1: Values, GVV Pillar 2: Choice, GVV Pillar 3: Normalization, GVV Pillar 4: Purpose, GVV Pillar 5: Self-Knowledge and Alignment, GVV Pillar 6: Voice, and GVV Pillar 7: Reasons and Rationalizations. While these videos were watched in sequential order, I do believe that they can be watched at random and still encompass the meaning behind them.

Each video defined a key word that was assigned for that video. Video 1 was values and discussed how to know what your values are and how to communicate shared values during a debate. Video two was choice and discussed the differing options that one could choose from in order to voice their values and ethical concerns. Video three covered normalization and how to normalize that values conflicts are going to happen in all aspects of life. Video four covered purpose and discuss what the viewers personal and professional purpose is regarding their individual values. Video five is self-knowledge and is meant to help the viewer find ways to handle conflicts whether they consider themselves introverts or extroverts. Video six is voice and how practicing what you will say can give you confidence and improve the ability to voice your opinions. Video seven covers reasons and rationalizations and how to anticipate the typical reasons for these conflicts and realizing why certain approaches work and others do not. These videos can be very useful for new or existing management and the way that they handle value conflicts that arise for them or conflicts that are getting brought to their attention.