

## Study Questions

### **Ethical Practice: Professionalism, Social Responsibility, and The Purpose of the Corporation**

**Session 4: Wednesday, April 11, 2007**

#### Personal and Professional Practice III—a Question of Character

- Joseph Badaracco, “Personal Values and Professional Responsibilities” (HBS Note 9-304-070)
- “The Discipline of Building Character” (*HBR* Reprint 1725)

\*Small group discussions around personal values and their management applications.

1. Can you identify examples from your own experience of the four obstacles to values-based behavior that Badaracco identifies in “Personal Values and Professional Responsibilities”?
2. Where do we get the personal values Badaracco wants us to recognize and apply?
3. Can you think of a moment in your work life where you confronted the choice of exit, loyalty, or voice?
4. Badaracco speaks of “building” character through defining moments. Do you agree with that formulation?
5. How does Badaracco’s formula for action in “The Discipline of Building Character” differ from the stereotypical notion of “doing the right thing”?

\* Team writing assignment #1: “What is character?” Based on our conversations and your own experience, where do you locate a person’s character? What role does it play in ethical decision-making? Take 3-4 pp., double-spaced, to prepare your team’s response. Retain a copy for your collective records. Responses are due on Friday, April 13, 5 pm; electronic submission.