



GVV Personal Profile Exercise

The following survey invites you to consider and surface your “Personal Profile” with regard to your own strengths and preferences for values expression in your future career and your broader life. As we progress through this module, you will want to consider how to play to your strengths when voicing and enacting your values. These questions can be a useful tool for self-reflection.

1. If you find that your values conflict with those of the organization where you work, how likely is it that you will: not mind too much?
 - a. Very likely
 - b. Somewhat likely
 - c. Not likely at all

2. If you find that your values conflict with those of the organization where you work, how likely is it that you will: experience it as stressful?
 - a. Very likely
 - b. Somewhat likely
 - c. Not likely at all

3. If you find that your values conflict with those of the organization where you work, how likely is it that you will: quietly handle the stress?
 - a. Very likely
 - b. Somewhat likely
 - c. Not likely at all

4. If you find that your values conflict with those of the organization where you work, how likely is it that you will remove yourself from the situation (e.g., look for another job, transfer to another work group, etc.)?
 - a. Very likely
 - b. Somewhat likely
 - c. Not likely at all

5. If you find that your values conflict with those of the organization where you work, how likely is it that you will: speak up about your objections?
 - a. Very likely
 - b. Somewhat likely
 - c. Not likely at all

6. If you find that your values conflict with those of the organization where you work, how likely is it that you will: advocate alternative values or approaches within the company?
 - a. Very likely

- b. Somewhat likely
 - c. Not likely at all
7. If you find that your values conflict with those of the organization where you work, how likely is it that you will: try to get others to join you in addressing your concerns?
- a. Very likely
 - b. Somewhat likely
 - c. Not likely at all
8. Think of a few occasions when you encountered a values conflict in your previous experience. Recall how you handled the situations. Would you characterize yourself and your behavior as that of
- a. An Idealist (One who is primarily concerned with moral ideals when making decisions on how to act)
 - b. A Pragmatist (One who is concerned with his/her own material welfare, but also with moral ideals. "Pragmatists will gladly do their fair share to create a civil society, but not place themselves at a systematic disadvantage" to do so)
 - c. An Opportunist (One who is only concerned with his/her own material welfare)
9. If you characterized (or were to characterize) yourself as a "pragmatist" what can you do to maximize the likelihood that you will act on your values? (What competencies will you need?)
10. Think of someone you deeply respect. What are the two or three characteristics you most admire in this person?
11. Who are you at your best?
12. Name your three or four deepest values.

13. What is the one sentence you would like to see in your obituary that captures who you really were in life?

14. PURPOSE: What is your personal purpose for your educational career?

Some possible issues to consider:

- What impact do you have want to have? On whom?
- Whom do you want to know you benefited? In what ways?
- What do you want to learn?
- How do you define your impact as a student, family member, community member, or citizen?
- What do you hope to accomplish? What will make your future professional life worthwhile?
- How do you want to feel about yourself and your future work, both while you are doing it and in the end?

15. Do you see yourself as

- a. Primarily risk-averse
- b. Slightly risk-averse
- c. Both risk-averse and a risk-taker
- d. Slightly a risk-taker
- e. Primarily a risk-taker

16. RISK: What are the greatest educational risks you face as a student? (e.g., harm to fellow students, your professors, your roommates, your university)

17. RISK: What do you anticipate will be the greatest personal risks you will face in your work as an engineer? (e.g., loss of livelihood, deportation, legal punishment, etc.)

18. RISK: What do you anticipate will be the greatest societal risks you will face in your work as an engineer? (e.g., impact on environment, profession, industry, nation, etc.)
19. PERSONAL COMMUNICATION STYLE/PREFERENCE: Do you deal well with conflict or are you non-confrontational? Under what circumstances do you behave in each way?
20. PERSONAL COMMUNICATION STYLE/PREFERENCE: Do you prefer communicating in person or in writing?
- I prefer communicating in person.
 - I prefer communicating in writing.
21. PERSONAL COMMUNICATION STYLE/PREFERENCE: Do you think best from the gut and in-the-moment or do you need to take time out to reflect and craft your communications?
- I think best from the gut and in-the-moment.
 - I need to take time out to reflect and craft my communications.
22. PERSONAL COMMUNICATION STYLE/PREFERENCE: Do you assert your position with statements or do you use questions to communicate?
- I assert my positions with statements.
 - I use questions to communicate.
23. LOYALTY: Who would you feel the greatest loyalty to?
- Family
 - Work colleagues
 - Firm/employer
 - Other stakeholders, such as customers
24. LOYALTY: Under what conditions and given what stakes would you feel loyalty to each group listed in Question #23 above?

25. SELF-IMAGE: Do you see yourself primarily as shrewd or naïve?
- a. I see myself as shrewd.
 - b. I see myself as naïve.
26. SELF-IMAGE: Do you see yourself primarily as an idealist or a pragmatist?
- a. I see myself as an idealist.
 - b. I see myself as a pragmatist.
27. SELF-IMAGE: Do you see yourself primarily as a learner or as a teacher?
- a. I see myself as a learner.
 - b. I see myself as a teacher.

This material has been adapted for the Online Ethics Center from the Giving Voice to Values content created by Dr. Mary Gentile.