



GVV Quiz #2

1. Why is the “Tale of Two Stories” a foundational exercise for GVV?
 - a. It makes it clear that some of us are ethical and some of us are not.
 - b. It demonstrates that ethical behavior is entirely up to the individual.
 - c. It demonstrates that ethical behavior is entirely dependent on the organizational context.
 - d. It helps us to recognize our own capacity for values-driven action and also to understand ways to foster that capacity.

2. Why is it useful to think about CHOICE when it comes to voicing and enacting out values?
 - a. It helps us understand that we often have more choices than we think.
 - b. It helps us identify when we have options and when we don't.
 - c. It helps us recognize our choices makes is easy to act on our values.
 - d. It helps us critique the actions of others who do not act on their values.

3. Why should you recognize that values conflicts and ethical challenges are a “normal” part of your life?
 - a. To help you accept the unethical behavior of others.
 - b. To help you notice when value conflicts and ethical challenges present themselves.
 - c. To help you respond more calmly and to prepare yourself for them.
 - d. To accept your own unethical behavior.

4. How does having insights into your own personality features make it easier to voice and act on your values effectively?
 - a. It allows you to work on changing your personality features so you can deal with ethical challenges easier.
 - b. It allows you to find a job where your strengths are in alignment with the organizational culture, so it is easier to address ethical challenges.
 - c. It allows you to collaborate with your colleagues better when you do face ethical challenges.
 - d. It allows you to frame ethical challenges in a way that plays to your identified strengths.

5. How was Cecilia able to build a constructive conversation with the senior manager in "The Diversity Consultant?"
 - a. She shared data about the under-representation of women and Minorities at his firm.
 - b. She pointed out the executive's own prejudices.

- c. She empathized with the executive and reinforced his critique of the firm's diversity policies.
 - d. She listened to his story and asked him open and non-judgmental questions that helped him to recognize his own blind spots.
- 6. Why should you reflect on your own "Starting Assumptions" about voicing and acting on your values?
 - a. If you assume that it is not possible to act ethically in a particular organization, you can save yourself a lot of time and effort.
 - b. If you assume that it is easy to act on your values in a particular organization, you will not need to do so much background research and planning.
 - c. If you understand our own "starting assumptions," you will understand those of your colleagues.
 - d. If you understand and select what you assume to be true, you can expand your options for effectively acting on your values.
- 7. What action should you take when you feel that you are the only one that cares about an ethical challenge?
 - a. You should assume most people don't worry about these things because they just focus on the job at hand.
 - b. You should believe that most people assume that they can't make a difference, so it's not worth trying to address.
 - c. You should raise your concerns and invite the responses of others to see if they share your thoughts.
 - d. You should not raise any concern because if no one cares enough to discuss it, then it's not worth it.
- 8. Which statement best exemplifies the ability to change your starting assumptions about voicing and acting on your values?
 - a. Your Starting Assumptions can change and evolve over time and with effort.
 - b. Your Starting Assumptions can change only if the culture of the organization changes.
 - c. Your Starting Assumptions cannot change because they are determined by the country or culture where we live and work.
 - d. Your Starting Assumptions cannot change because our values come from our family.
- 9. Why did the gentleman who worked in Mergers & Acquisitions "lie instinctively" when he was asked by the CEO of a company he was acquiring whether they would lose their jobs?
 - a. He was unprepared for the question and felt conflicted given his fiduciary responsibility
 - b. Honesty was not important to him.

- c. There was no way he could have predicted that he would be asked this question.
 - d. He did not care about the CEO of the acquired company.
10. What are “Enablers” and “Disablers”?
- a. Factors that make it possible or impossible for individuals to act ethically.
 - b. Factors that are universally true for all individuals and all organizations.
 - c. A set of rules or a code of conduct that clarifies what is ethical or unethical in an organization.
 - d. Factors that make it easier or harder for individuals to act effectively on their values.

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