



iQuestions Faculty, Barbara Glanz

Question:

What should I do when my personal values conflict with those of my employer?

Answer:

It's really a difficult situation when your values and the values of the people in your workplace are different—and it's a choice point, it's a crisis point for many people.

So, begin to think about, "Are you strong enough to continue to model your values, even in the midst of a situation where the company does not have the same values?"

If you have that strength, then you have the foundation to keep plugging away at being who you are and not allowing that to change, and then you can become sort of a harbinger of new values—perhaps win people over as you model those values that hopefully are more pure than the values of the organization.

On the other hand, if you find yourself losing yourself and losing your sense of security, maybe that's a time for you to consider making a change. Sometimes, that's not the worst thing to happen, because the most important thing for you is to stay true to yourself and what you believe.

If there is so much conflict around you, sometimes the time is right to find another place where you are valued and where your values match those of the other organization.