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| * Analyze the importance and value of focusing on clear standards, meeting high expectations, paying attention, and personalizing recognition for worthy contributions.
* Evaluate the impact of “creating a spirit of community” on morale, employee satisfaction, and retention.
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| **Resources:**1. Kouzes & Posner, Chapters 11 & 12
2. [Gostick, A., & Elton, C. (2007). Carrotphobia: Are you afraid to recognize? *Sales and Marketing Management, 159*(2), 42-44.](https://centenary.mrooms.net/pluginfile.php/54430/mod_label/intro/Gostick%20and%20Elton%20-%20Carrotphobia.pdf)
3. [*8 essential elements to build team spirit in your workplace.* (2017, December 13).](https://emplo.com/blog/team-spirit-in-your-workplace#.W5Gpo7gnbIU)
4. [White, P. (2018). Do Millennials prefer to be shown appreciation differently? *Human Resource Management International Digest, 26*(5), 22-26.](https://centenary.mrooms.net/pluginfile.php/54430/mod_label/intro/7%20White.pdf)
5. [Heathfield, S. (2018, March 13). *Leadership rewards and recognition*.](https://www.thebalancecareers.com/leadership-rewards-and-recognition-1918613)
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**This is the question they responded to…please respond to their responses on the topic.**

Describe some ways you align personal values with the organization’s values. Also, what are the top two "rewards" (besides pay) you have personally seen in terms of recognition for a job well done?

**Respond to Andrew**

Respond to One way that one can align personal and organizational values is by the organization's vision statement. At my current job at the Hackensack Meridian School of Medicine, I was read the organization's mission and vision statements during my interview. In the interview, we discussed the goals of the organization and how I can use my experience and skill set to help meet those goals. Our vision statement on our website reads "Each person in New Jersey, and in the United States, regardless of race or socioeconomic status, will enjoy the highest levels of wellness in an economically and behaviorally sustainable fashion." Through our discussion, the team was convinced that I would be able to help the school realize this vision.
I think that any job applicant should read the organization's mission and vision statements before interviewing or even applying for a position. This will ensure that the applicant is aware of the expectations of the company and their goals for the future before getting their foot in the door. Leaders can set regular meetings to continuously go over the mission and vision statements, as well as assess the progress toward those statements and what can be done to further that progress.

**Respond to Kimberly**

Personal values are developed throughout an individual’s life. They are influenced by family background, religious beliefs, exposure to other cultures, and life experiences (Gunetilleke, De Silva & Lokuge, 2011). These personal values may be very different from an individual’s professional values. The main clash comes in being entrapped in never-ending competition for achievement – measured by material gains, possessions/assets, position and influence – with little scope for contentment (Gunetilleke et al., 2011). People who want to be successful in their career have to find a balance between their personal and professional values. Individuals who are able to connect some of their personal values to a company’s values are more likely to be satisfied working for that company and motivated to work harder to see the company succeed. Leaders play a big role in guiding their employees to connect to the company’s values.

A good leader is one who can identify the prominent skills and preferences of each individual team member. Based on this information, the leader can fit the member with the appropriate responsibilities which then results in the creation of an effective team and ultimately increased job satisfaction. There are many organizational development tools that can help leaders identify an individual’s learning preferences and how they deal with conflict. These development tools can enable a leader to create a cohesive yet diverse team. Additionally, many companies offer team building programs to help the team gain trust and work successfully together toward a common goal.  I’m not convinced that a team can be successful without having undergone some form of training. Members need to find some similarity in their personal values in order to build trusting relationships which is the basis of a successful productive team.

References

Gunetilleke, N., De Silva, N., & Lokuge, G. (2011). Development Professionals: Reconciling Personal Values with Professional Values. IDS Bulletin, 42(5), 45–51. https://doi-org.centhsally.centenaryuniversity.edu/10.1111/j.1759-5436.2011.00250.x