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Choose
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Managers
Must Choose
Between
Right And
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Defining Moments
When Managers Must
Choose
“Defining moments”
occur when managers
face business
decisions that trigger
conflicts with their
personal values.

These moments test a
person’s commitment
to those values and
ultimately shape their
character. But these

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Moments When
Managers Must
Choose
Between Right
And Right

are also the decisions that can make or break a career. Is there a thoughtful, yet pragmatic, way to make the right choice?

Defining Moments:
When Managers Must
Choose Between
Right ...

Drawing on
philosophy, literature,

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Defining

and three case studies that reveal the increasing complexity today's managers face as their careers advance, Defining Moments provides tangible examples, actionable steps, and a flexible framework that you can use to make the choices that will shape not only your career, but your

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character. Moments When

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Joseph L. Badaracco

Jr. Thoughtful
managers sometimes
choose
face business

problems that raise
difficult, deeply
personal questions.

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Choose between
Right ...

“Defining moments”
occur when managers

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face business
decisions that trigger
conflicts with their
personal values.

These moments test a
person's commitment
to those values and
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their...

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Defining moments are important according to Professor Badaracco in that they reveal basic values, test the strength of commitment, and shape the character

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of both individuals and organizations. To illustrate these points, Professor Badaracco uses three case studies. Each involves conflicts between competing moral imperatives confronting managers at different levels of seniority. For the purposes

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When Managers Must

Choose Joseph L ...

"Defining moments,"

according to

Badaracco, occur

when managers face

business problems

that trigger difficult,

deeply personal

questions. In deciding

how to act, managers

reveal their inner

values, test their

commitment to those

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values, and ultimately shape their characters.

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When Business and Personal Values

Collide "Defining moments" occur when managers face business decisions

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that trigger conflicts with their personal values. These moments test a person's commitment to those values and ultimately shape their character. But these are also the decisions that can make or break a career.

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and absent of ethical
jargon, Defining
Moments gets to the

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core of what makes
being a manager so
difficult, as it explores
what it means—and
whether it's even
possible—to be a
successful manager
and a thoughtful,
responsible human
being.

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When Business and

Personal Values

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managers face

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with their personal

values....

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