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Philosophy of Work
MSMG 60150: Transformational Leadership Portfolio

While considering my personal beliefs, habits, and ethics, I have narrowed down my core principles into a handful of values that help define how I view success and work. Family, growth, and personal happiness make up the tentpole values that shape who I am and generally guide my actions and thoughts. Service, dependability, excellence, and creativity are the values that manifest nearly every day and build towards my tentpole values. My principles and values serve as a system of belief and forecast how I view good and meaningful work.

I believe work should serve a purpose beyond creating wealth or producing a product. I see work as an individual or group endeavor with the goal of finding fulfilling activities that also allow for professional and personal growth. This can take many forms – does the work provide access to new and exciting opportunities? Does it improve tactical or social skills? Do I feel a sense of accomplishment that contributes directly to my organization or community? If the work I do answers these questions affirmatively, then I see it as something that matches my personal values and goals for my professional career.

Although I strive for personal happiness and growth out of my work, I do not see work as solely for personal benefit. I see work as something that should be in pursuit of helping others. Work should always have a component focused on helping others and should be something that is sincerely good for many. If work is solely for personal gain, it can result in the detriment of others, which is in direct conflict with my personal values and how I define meaning of work and life. For work to be worth the time, money, energy, and effort, it must be motivated by the positive impact it has beyond oneself. The scale and scope of that impact can vary, but at its core, work must always consider others to guide the direction of effort. Whether the work is

creating lifesaving technology or is helping to organize donations for a local community center, it should always be considered how the result of said work influences or impacts others.

I also believe that to define good work, it is more important to consider improvement and effort instead of outcomes or successes. Material success is fleeting and hard to replicate regularly. Instead, nearly all meaningful successes we experience are a result of our effort *and* factors outside of our control. If meaningful work must be something that results in success or specific outcomes, then one would constantly be in pursuit of something that is not within their rule. Rather, I believe good work is defined by the potential for growth and excellence. If the work is something that allows one to apply full effort and skills towards something that builds upon their abilities, then that work is meaningful. Growth and excellence can be defined differently by the person, but I see growth and excellence as the pursuit of personal and organizational improvement toward a goal that comes from a full, passionate effort.

With a focus on the meaning of work, it is impossible not to consider the influence money has on purpose and influence. Although I place the most value in work based on growth and potential for excellence, the ability to have a large impact from work is often defined by wealth in society. Therefore, it is important to consider how wealth plays a role in one's philosophy of work. I see this aspect of work relating most to my value of service. Although goodwill and generosity can take nonfinancial forms, such as volunteering time and energy to a cause, I believe the accumulation of personal wealth through work allows for greater access to resources and opportunities to put towards causes that help others. Instead of seeing work as an avenue to benefit individually, I see work as an opportunity to access resources or opportunities to apply to generous causes. This means being excellent in effort towards something not only has the potential to grow personal skills and knowledge, but it allows for chances to share the good

fortune that comes with good and meaningful work. I believe that the ability to provide a societal benefit through the financial gain from work can be a motivating factor to do good, challenging work.

I think of billionaire Warren Buffet, who plans to donate the majority of his wealth to causes which are important to him. In his pledge to do so, Buffet stated that his family's reaction to their "extraordinary good fortune is not guilt, but rather gratitude." This encapsulates my believe around wealth and work well – work used for the sole purpose of personal accomplishment and material gain is greedy and wrong. Instead, work should be a challenge which pushes personal development while contributing something beneficial to society. Then, if wealth is accumulated as a result, it presents a fantastic opportunity to contribute further and help the community in ways that one person's work alone cannot. This is how I plan to approach my career and working life.

I hope to contribute to society through the work I do and the money I earn. I believe that will bring good fortune to my family, provide personal happiness, and create growth opportunities. This aligns directly with my guiding tentpole values, and I hope to strive for a working career which meets these values to the fullest.

Warren Buffet Pledge – https://givingpledge.org/Pledger.aspx?id=177