

research in brief

Value and Self-Esteem Influence

To determine the relationships between young executives' values and self-esteem, the Rokeach's value inventories (1972) and the Barkdale Foundation's self-esteem evaluation (1972) forms were used. Statistically significant results suggest that

young men and women executives and managers (N=167) are similar in most values and self-esteem.

Comparisons were made between those at high self-esteem and those with low measures of self-esteem. Females ranked the instrumental value "forgiving—willing to pardon others" much higher than males ($p < .001$).

But, on terminal values, males ranked "equality—brotherhood, equal opportunity for all" much higher than females ($p < .04$) and "family security—taking care of loved ones" much higher than females ($p < .003$). Those with the highest level of self-esteem ranked "an exciting life—a stimulating active life" more highly ($p < .05$).

"Influence of Young Executives' Values and Self-Esteem on Organizational Behavior." Dean C. Dauw, Helen LaVan, and Iris Jasieniecki. Chicago: DePaul University and Illinois Institute of Technology, no date available.

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