

FACT SHEET

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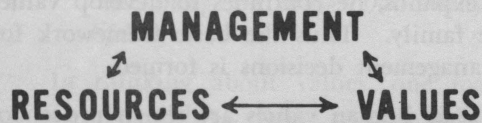
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Focusing on Management in the Family

YOUR VALUES, A BASIS FOR MANAGEMENT

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ACHIEVEMENT

APPROVAL

BEAUTY

CLEANLINESS

COMFORT

COMPANIONSHIP

CONFORMITY

CONVENIENCE

Management is a process of using resources to satisfy values and goals of family members. Values influence decisions; decisions determine the actions of family members as they manage the use of their resources. Values are important in helping each individual live the kind of life he thinks he should or wants to live. Values can be described as feelings or attitudes that help him determine what he does to make his life meaningful.

Values influence the management of all phases of life. For example, when you use resources, values may cause you to ask questions similar to these:

What is good and right? Behavioral values.

What is beautiful? Aesthetic values.

What is profitable? Economic values.

What makes one feel good? Sensual values.

What is fashionable? Prestige values.

What is above man? Spiritual values.

What does it do to my family? Familial values.

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Economy

Charles K. Brightbill says in his book, *The Challenge of Leisure*:

Efficiency

We cannot have attitudes toward anything without judging, without discriminating. When we discriminate we are in effect saying, that is *good*, that is *bad*; this is *helpful*, that is *harmful*; this is *right*, and that is *wrong*. Our decisions are based on our values, and our values are never more on display than they are in our choices of the things we do to satisfy ourselves.

Family Unity

Freedom

Values establish a framework from which all decisions are made. When this framework is weakened or challenged, frustration or conflict results. Conflicts can be resolved by deciding which values are of most importance at the time, with a possible compromise. Having to choose between values is one effective way of developing a sound value system on which to base management practices. Value judgments enable us to set priorities and goals in the management of resources.

Friendship

Happiness

Independence

Values grow out of the various experiences people have from birth until death. Value systems are developed primarily through relationships in the family. Children learn values by observing a model in any given situation. Children observe parents' use of resources, such as money and time, and develop value systems and management habits similar to those they see.

Knowledge

Leisure

As a child's social radius expands, he continues to develop values from other people outside the family. Thus the basic framework for lifelong values which affect management decisions is formed.

Love

Health

Studies indicate that the basic human values are set in pre-school years and are slow to change. As the child grows and develops, some values will change because of a wider range of associations and experiences with the outside world. Although values change as one's life, the time and family circumstances change, many of the basic ones are not altered drastically through the years. Helping children to become aware of their parents' values and to understand how values affect decisions in the use of resources can prepare them with one of life's management skills.

Money

New Experience

Prestige

If values develop from the same types of sources, why do family members manage differently? This is because each person's life experiences and interpretations of them are a personal thing affecting the decisions he makes.

Privacy

Rationality

Not only do values differ, but the meaning of any given value differs from person to person and from family to family. To one family, security may mean having a new home, while to another, it may mean having an older home free of debt. Success may mean belonging to the country club to one family, while others may see success as being able to provide adequate food for the family. Values continue to develop as the family moves through stages of the life cycle and new demands are made upon resources. Changes within families often bring about a need for changes in their management. A beginning family may value home furnishings and strive to get them soon after marriage. A family with teenagers may value seeing that the children have the things the parents did not have in their youth and may want the children to be popular. As people get older, they may value financial security and health more than when they were younger, and they are often less tolerant of other people's value systems.

Recognition

Religion

Respect

Safety

Security

Self-Respect

Crises, catastrophes or shifts in economic trends which affect resources and their uses sometimes cause our values to be different. We often hang on to some old values that no longer fit the times.

An understanding of one's values provides a basis for setting goals. Life has great potential for each individual—but what it comes to mean to him depends on how he manages his resources. Those who buy everything they want when they see it may accidentally satisfy a few goals they did not realize they had. In contrast, the family that identifies its values and goals and plans its use of resources will satisfy many goals and realize their accomplishment. Each individual or family may clarify values by asking these questions:

- What things really matter?*
- Why react so strongly to certain ideas?*
- Why make choices in a particular way?*
- What things are essential?*
- What feelings, beliefs, and actions are taken concerning the things that really matter in life?*

In thinking about values, one may consider family, friendships, faith, career, political beliefs and pleasures. Other questions may be considered to help clarify personal values for good management. For example:

- Which comes first?*
- Which ones are commitments?*
- Which ones can be changed?*
- Which ones are permanent?*
- Which ones are you willing to work for, to sacrifice for?*
- Which ones are really important?*

By planning actions, using available resources and setting goals that are important, one gives direction to life.

Management to achieve goals is an end result of identifying values. People work toward goals all of the time; sometimes, goals are subconscious. Ability in management is improved when you consciously set goals and make plans to reach them. Values lead one to set goals which, when reached, create a sense of achieving an intended purpose in life. Only when values are known can goals be chosen in harmony with those values. Values are the basis for deciding what is worthwhile. They are the "why's" behind goals.

Since goals are based on values and values change, then goals change. Just as values are

different for different people, so are goals. Each time a person reaches a landmark or goal, he may set his sights higher. For instance, when a couple marries, they may want a flashy sport car. Their next goal may be to own a station wagon to provide room for the children. At the same time, they may have other goals for new clothes, a vacation or more education.

Several goals are usually being worked on and reached at the same time. Some goals are short term or immediate goals. These are the things wanted today, this year, or soon. Other goals are long term or several years in the future. This could be the home one expects to buy someday or a good job for the children.

Short term goals may be stepping stones to reaching long term goals. Having goals helps to give a sense of direction, to give incentive to keep moving toward new goals. Goals should be clear and realistic and acceptable to the people affected by them. Understanding values and defining goals provide a sound basis for making decisions and managing life.

"Family life could go on for years without anything being done about clarifying values and establishing goals. No landlord requires an accounting of them, no assessor lists them as he does taxable property. The Internal Revenue Service requires no annual report on them. But the family that decides which are important to and best for it and then works toward achieving these goals, is the family most likely to get what it really wants from life."

Author unknown

An important part of management is to think consciously of what goals you want to work toward. This, then, puts you in a better position to organize activities that are directed toward reaching those goals. When goals are vague and unformulated, one is probably less effective in organizing activities and resources to reach them.

To be able to clarify goals in management requires the ability to understand values and their influence on the use of resources. Only then can resources be used for optimum satisfaction in life.

Management is realizing that things do not just occur by chance. Management is identifying values and their relationship to resources and setting goals. **Management is using what you have to get what you want.**

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