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Drawing on philosophy, literature, and three case studies that reveal the increasing complexity today's managers face as their careers

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Defining moments are important

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according to Professor Badaracco in that they reveal basic values, test the strength of commitment, and shape the character 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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"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 values, and ultimately shape their characters.

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Compelling, readable, and absent of ethical jargon, *Defining Moments* gets to the 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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