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Defining moments are important  
according to Professor Badaracco in that  
they reveal basic values, test the strength

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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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values, test their commitment to those values, and ultimately shape their characters.

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making it 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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