



**SOCIETY OF
ACTUARIES**

Article from

The Stepping Stone

March 2018

Issue 68

WHAT WOULD YOU DO?

Personal Differences

By John West Hadley

Here is our next entry in the “*What Would You Do?*” series.¹ Thanks to L&D Section Council member Abe Gootzeit for providing this case study! Write to me at SteppingStone@JHACareers.com to tell me what you would do. In the next issue, I’ll compile the responses received (preserving your anonymity, of course), along with what actually happened in the real-life situation.

Help me craft future case studies. Write to me about your own challenging, surprising or nightmarish situations involving business, leadership, management or any of the topic areas covered by *The Stepping Stone*, and what lessons you learned from them. I’ll collaborate with you on turning your situation into a simple case study, being careful to ensure no one is identifiable. And share your own thoughts (pro and con) on the series as a whole at SteppingStone@JHACareers.com.

PERSONAL DIFFERENCES

James was managing a multi-office group of actuarial consultants on a large assignment. He was approached by an associate who didn’t want to work with a particular consultant based in another city. When James dug into the reasons, he found it was because the other consultant was openly gay.

James’ initial reaction was that a person’s personal opinion and thoughts are private, but at work, we are obligated to work in a

group setting with all of our associates. On the other hand, he couldn’t afford friction that might interfere with deadlines.

What would you do? ■



John Hadley is a career counselor working with job seekers frustrated by their search and professionals struggling to increase their visibility and influence. He can be reached at John@JHACareers.com or 908.725.2437. Find his free *Career Tips* newsletter and other resources at www.JHACareers.com.

ENDNOTE

- 1 Past issues in the series have considered whether to demote or fire a difficult employee; performance reviews and their aftermath; interview challenges from both sides of the desk; evaluating job offers; miscommunication; a difficult product decision; how to build connections with the home office; and career decisions. To catch up on the entire series, which started in May 2013, check out back issues of *The Stepping Stone* on the Leadership & Development Section website at www.SOA.org/ld.

