Rethinking authenticity
Bringing your whole self to work can feel like a risky manoeuvre: Here’s why

By Randall S Peterson and Kathleen O’Connor

This image shows an excerpt from a page, discussing the concept of person-organisation fit and how organizations may promote or not promote individuals based on their fit with the company's values. It touches on the idea that authenticity can be beneficial but also presents challenges and considerations for managing one's self at work.

The text emphasizes the importance of finding organizations that align with personal values, and suggests that organizational flexibility can vary, with some workplaces being more accepting of a full expression of one's identity. It also addresses the concept of ‘whole self’ at work, discussing the risks and benefits associated with being authentic in a professional setting.

Key points include:
- The idea of finding organizations that represent personal values.
- The benefits of personal authenticity at work, such as increased energy and productivity.
- The risks of authenticity, particularly for minority groups.
- Strategies for individuals to navigate these challenges, such as focusing on high-value behaviours.

The text is a thought-provoking read for anyone considering the trade-offs between personal identity and professional success.