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As the author says, dark leadership theories are aspects implemented by leaders leading to the weak interaction between them, the followers, and the environment (Johnson, 2012). The impression I get from the narration is that dark leadership experiences occur in several situations. Leaders who do not understand the organizational objectives mislead people as they have less knowledge of the necessary actions. They are therefore aimless, and instead of directing the workers, they choose dictatorship.

I also grabbed that dark leaders cannot make the employees a team. They cannot communicate effectively and motivate the employees to work as a group. Besides, it becomes hard for them to meet objectives as each worker executes the roles they feel are right (Ciulla, 2020). The leaders usually lack enough preparation for promotions where they get into positions without comprehending the functions involved. The concepts have thus created the impression that being a leader demands several aspects, and if assumed, darkness is experienced.

Leaders cast shadows instead of light in most cases due to the following reasons. They are motivated by things that do not benefit the company. When they get to power, less time is taken to comprehend their responsibilities. Instead, they get motivated to meet personal interests, like gaining more control and not meet the organizations' goals and objectives (Johnson, 2012). Others cast more shadow than light due to personality disorders. The saying that leaders are made not born applies here, where people must have certain qualities like active listening and integrity.

Contrarily, some have the controlling personality making them corrupt leaders as cooperation in that position is paramount. Poor decisions also lead to the individuals focusing on the dark, where the process involved is unreliable (Johnson, 2012). For instance, no objective data is analyzed nor the workers involved. For that reason, it results in adverse

decisions, and thus relevant results are not attained. The lack of ethical expertise also leads to dark leaders, who lack an understanding of right and wrong actions. With no ethics, safety, and environmental sustainability, among other necessary activities, is assumed, leading to the lack of light (Hermannsdottir, Stangej & Kristinsson, 2018).

As a follower, I have encountered several ethical dilemmas and solved them. One of the issues faced is harassment in the workplace due to religion and gender. For instance, while making decisions, the bosses do not listen to my opinions due to gender associated with less reasoning. It is a dilemma because allowing the behavior leads to mental and physical instability while reporting would make the employer fire me. I solved the issue by advocating for establishing a code of ethics that defines how people interact in the workplace and the actions one should take in case the policies are not implemented. I have also faced the issue of carrying out personal business using the company's resources and time.

We work in a world where weekends are no longer for resting, as in some cases, we report to work. Even though overtime allocations are there, one lacks the chance to conduct personal business. In the organization's policy, it is illegal for workers to do so, and on the other hand, some individual needs are too urgent to be postponed. For example, having a sick relative needing, a clinician connection would make one break the rules and utilize the company's resources. I resolved the dilemma by talking the issue out to the managers so that workers are allowed to attend urgent personal needs. The suggestion was not implemented as I said, but they became less harsh by considering the situations under which one used the resources.

The week's readings were empowering, where I learned the benefits of ethical decision making. I will apply the gained knowledge in the future as I find it useful in becoming a good leader or follower. With ethical decisions, accountability is evident where one becomes responsible for their actions. It makes one a good leader in serving as a role

model, hence creating employee motivation to follow the steps. As a follower being accountable increases chances for promotion as managers get convinced of one's self-efficacy. Ethical decision making also reduces conflicts in workplaces, as the right actions are followed.

The leaders practice integrity where they represent the truth and wellbeing of the corporation ahead of personal interests. Where fewer conflicts are experienced, productivity is boosted, leading to growth and development. Moreover, the decisions made are usually suitable as the stakeholders are involved. Analysis is done, and the best option picked, and since the employees feel valued, the changes are accepted and implemented successfully. Therefore, I have learned the need to make ethical judgments in workplaces, as it makes things run smoothly, leading to the attainment of goals and objectives.

One of the recent moral related choices was evident in President Trump during the United States campaign, with Hillary Clinton being the competitor. While convincing the people to vote for him, Trump described Clinton as a liar and crooked. In the campaign process, candidates choose to destroy other's reputations for self-gain a characteristic of immorality. Even though the exchange of words is expected in such periods, Trump's words were immoral as they showed disrespect to human decency. The event relates to the week's reading on moral judgment. Regardless of one's situations, the actions taken should not cause any form of harm to others. Trump should have informed the people on the things he would implement if elected without throwing words to the competitor.

In conclusion, the week's readings have equipped me with the knowledge and skills to apply at work. The dark leadership theories have created an attitude where I can differentiate dark and light. I have also learned why some leaders choose dark rather than light and, therefore, avoid the situations. The application of ethical solutions to dilemmas has convinced me that every case is resolvable as long as moral decision making is applied. With the course,

I have learned the need to ensure ethical decision making in workplaces. It provides accountability, reduces conflicts, and leads to easy changes implementation.

References

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