

Leadership SPL Mod 1 Version 2.docx

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Susan

We learned that Susan has taken the 24 Character Strengths and feels because that because she has scored high in two areas, she does not need an improvement on the other 22 characteristics. While a high humor and the ability to work in a team setting are great attributes to have, there are other attributes in the survey that are equally if not more important like leadership, social intelligence, honesty to name a few. While it was noted in research (in Peterson, 2004) that applying your strengths would improve your well-being, Susan used the assessment correctly in the fact that she was able to identify her strengths and utilize them. She fails to acknowledge her shortfalls which is vital to becoming a better leader. By her not wanting to change the use of her strengths, she will not be able to achieve the virtuous cycle which embodies changing the way we use our strengths to improve upon them. My suggestion for Susan is to try to enter the self-sustaining cycle of character development (Passmore 2012). By doing this, it will allow her to improve upon her strengths. She should also examine the other 22-character strengths as this will help her Self-Awareness and improve her Emotional Intelligence.

Compound ETS

Harold

Based off the five attributes of Emotional Intelligence, Harold displays his strong motivation. He is driven in his pursuit to become a company CEO before his 45th birthday. This is a characteristic of the motivation attribute. Harold also displays his characteristics of social skills by his ability to interact and develop friendships with leadership at his organization. While Harold displays two of the five attributes of Emotional Intelligence, he is deficient in empathy, self-regulation and self-awareness. Harold lacks empathy because his employees feel his decisions are made to only benefit himself and are not always in the best interest of the employees or the company. Harold also lacks some self-awareness because he makes decisions with disregard of anyone's feelings or input. By lacking empathy and some forms of self-awareness, this directly leads to Harold being deficient in self-regulation. As defined in Clarissa Paterson's video, self-regulation can be defined as "an ongoing inner conversation and a propensity for reflection and thoughtfulness" (Peterson, C. 2011). Harold clearly displays he does not have a propensity for reflection and thoughtfulness by how he conducts himself. Harold should strive to improve his Emotional Intelligence but to see any substantial improvement, it will take him 3-6 months. It would extremely benefit how he is viewed by his employees and in reaching his goal to become a CEO.

Carl

Based off the information we have been given, Carl displays the attribute of empathy. As a manager, he cares about his employee's problems and takes the time out of his day to address them. Carl also displays excellent social skills because of his ability to manage relationships with others. He made it a point to build a rapport with the employees and as stated in the case study, he is "well liked" by all of his employees. One particular Emotional Attribute that Carl really

needs to work on is self-awareness. Being that Carl often gets upset when things don't go his way, he is not in-tune with his strengths and doesn't understand how him taking leave for two days might affect his work center in an adverse way. This is concerning because evidence shows being too emotional in the work center can derail a career more than a lack of general expertise or general intelligence (Sterrett 2000). Carl would greatly benefit from attending a leadership course with a strong emphasis on how to handle stress better and the ability to control his emotions. Overall, from my experience, he has excelled at the two hardest of the Five Attributes.

References

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PAGE 1



Hyph. Review the rules for using punctuation marks.

PAGE 2



Compound These two words should be a compound word.

PAGE 3



Missing "," Review the rules for using punctuation marks.



P/V You have used the passive voice in this sentence. You may want to revise it using the active voice.



Run-on This sentence may be a run-on sentence.

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PAGE 5
