

1. Each assessment portrayed how I am more of a Change Leader, I influence others to change in order to be successful as a whole. The Big Five characteristic, openness to experience describes my leadership style and type. I am not the type of person that resists change because I know change can be positive and can have an impact on many peoples lives. Being a leader requires accepting change in order to understand what works and what doesn't. As a Social Worker we work to promote positive change in order to help those in need.
2. I am a person that is very open-minded and enjoy listening to other perspectives and ideas because I know how working as a group involves the entire group's cooperation. When making strategic decisions in order to balance interest of stakeholders, employees, customers and others making sure those individuals are involved in the decision making process is important. As a Social Worker its important to make sure your employees and clients feel empowered in order to meet the common goals of the organization. When individuals feel like they are apart of the decision making process that prevents any pushbacks or negativity.
3. People driving the need for change have to be stronger than those resisting change. Many people resist change because of the fear of threatening someone's self-interest and threat to ones cultural values. Resisters can employ some different tactics in order to thwart change by participating. Participation helps resisters have a say in what decision is being made. As a Social Worker i could use the tactic of "participation" when working within a team or group. This is important as it allows all parties to be able to cooperate and have a voice.