Journal 4

Monday, October 10, 2022   2:20 PM

After reading Chapter 3, complete Self-Assessment 3-1 on pages 71-72, Self-Assessment 3-2 on page 78, Self-Assessment 3-3 on pages 83-84, and respond to the following prompts:

3-1:

1. Would
2. Would
3. Would
4. Would
5. Would
6. Would not
7. Would
8. Would
9. Would
10. Would
11. Would
12. Would
13. Would
14. Would
15. Would
16. Would not
17. Would not
18. Would
19. Would not
20. Would

8 odd would dos = high task leadership style

9 even would dos = high people leadership stye

3- 3

1.4

2. 5

3. 4

4.3

5. 4

6.3

7.4

8.5

9.5

10. 4

11. 4

12. 3

Motivating factors = 25
maintence factors = 23

3-2

1. My U of M leadership style is primarily employee centered leadership style I believe this is accurate because if I was given the opportunity I would like to lead a work environment where employees enjoy their job while also getting the job done.

2. According to the grid from and 3-1 self - assesment I have a more high people leadership style

3. According to the Ohio state university leadership model I have "high people leadership style" with a score of 9 and low "high task leadership style" with the score of 8. this was deducted by adding the scores for my different responses for the odd and even numbers.

4. My LMP is motivating factors with a score of 25 followed by maintenance factors with the score of 23. these scores were deducted by adding the scores of 1 - 5 for the odd and even numbers of the total of 12 questions.

Questions

1. What were the results of each of the self-assessments? What surprised you?
   According to my self-assessments I am more people focused as a leader

then task focused. I don't find this surprising because if I was going to be a leader of a business' I would want to make sure that my employees like their job. I think I have this focus on people because of my awareness of burnout in relation to the field of social work. Additionally, I am people focused because I have seen the toll of burnout on my fellow students throughout the course of these last four years. One thing I am surprised about it the differential between people focused and task focused was commonly only one point from the models and self assessments as I scored them.

2. How might this information impact you as a social worker? What roles might be the best fit for you? What do you identify as your strengths and areas of improvement based on this information?

   With knowing that I am more people focused then task focused I think as a social worker I would become more aware of my biases and boundaries. Specifically I will be more aware that I am people focused and remain people focused but also have a boundaries in place. Boundaries specifically with making sure I am still firm with my employees while still being personable with them. I do not want to be a boss that employees feel they can walk over while also not having them be scared of coming to talk to me about any work related problems. Regarding roles I believe I would do well in a position working with multiple disciplines. I believe this because I often do well in the teamwork setting and this allows for multiple perspectives when making hard choices. An area of strength would be my awarness of the need for employees to enjoy their jobs as this will lead to a healthier work enviornment. A weakness of mine would be in task focused areas as I need to remember I cant be only friends with my employees but also their leader or employer.