

Advanced Communication in Systems Leadership



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Interpersonal communication amongst supervisors and employees has long been seen as a critical part of the leadership process by researchers and practitioners (Luo et al., 2016). To strengthen and grow their organization, leaders evolve and adjust their leadership style. Many leaders have traits from each type, and they use these traits and styles in various settings.

Different leadership styles will be identified and developed in connection to a personal leadership profile in this study. The study will examine three alternative scenarios using the specified leadership style, as well as the ramifications of the actions done and their influence on future practices. In future interactions, a concise summary will combine the knowledge gathered about diverse leadership styles and communication strategies.

The analysis of my personal leadership style and personality profile was the starting point for this paper. The Blake and Mouton Managerial Grid and the Jung Typology Test were the first two surveys completed. This article aims to look back on previous communication practices, employ the recently discovered personality profile and leadership style, and see how new communication skills can be used to these new developments. This will be performed through reflection exercises that will assist me in identifying my communication preferences, in what manner they connect to my defined styles. These potential conflicts may arise due to my communication preferences and how I may strive to overcome those challenges.

Personal Leadership Profile

In their 1964 book *The Managerial Grid*, Robert Blake and Jane Mouton offer various techniques to deal with a fundamental organizational dilemma (i.e., the production-people conflict) (Li, 2018). To determine a leader's leadership style, the Blake and Mouton Managerial Grid plots task-centeredness versus person-centeredness. Individuals choose their leadership

style from five possibilities by completing multiple questions: Country Club Leader, Team Leader, Impoverished Leader, Authoritarian Leader, or Middle-of-the-Road Leader (*Communication: Leadership styles and personality profiles*, 2021).

After completing the self-assessment form, the leadership style ascertained for me was the "Team Leader." A "team leader" type of leader leads by example, motivates their team to achieve their objectives, promotes teamwork, and involves their team in decision-making. Since they work hard with their team, this leader is the most desirable in most scenarios. They expect solutions and work for prolonged-term success while motivating their team, keeping themselves and the team liable, and establishing team ties.

Jung established a personality theory based on the opposing attitudes of introversion and extroversion, which specifies eight personality types referred to as the Human Metrics Jung Typology Test (Myers, 2016). The Personality Profile Inventory assessment indicates that I am an ESFP. E (Extravert 78%) S (Sensing 3%) F (Feeling 25%) P (Perceiving 6%) personality type. According to the Human Metrics Jung Typology Test, ESFP personalities are “where’s the party” people. People, excitement, telling tales, and having pleasure are all things that ESFPs relish.

This personality type's spontaneous, impetuous behavior is almost continuously amusing. And ESFPs get pleasure from entertaining others, whether on at home, on stage, or at work. These "people" people get a heightened sense of vitality from social events. ESFPs' participation in solving current problems, which are frequently correlated to public relations, advertising, or sales, is linked to business communication. They frequently find quick solutions to practical problems in which building trusted and warm relationships is critical.

An ESFP has a positive outlook on life. They look at the world as it is and approach it with a sense of wonder. They can acclimate to anything life hurls at them. An ESFP aspires to