

Advanced Communication in Systems Leadership

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Communication truly is a two-part process that allows each participant to exchange information, feelings, thoughts, ideas, news, and the opportunity to share meaning. This paper will examine leadership style and personality profiles. It will also show the styles and profiles are expressly applied in advanced communication situations. My approach to this paper began with an analysis of my leadership style and personality profile. Determining my style of leadership began with the completion of two questionnaires: The Blake and Mouton Managerial Grid, and The Jung Typology Test. The purpose of this paper, therefore, is to reflect on past communication practices, apply the newly identified personality profile and leadership style to explore how new communication skills can be applied to these new developments. This paper will also include a discussion of strategies that can be applied to enhance communication ensuring that the message sent is both well received and understood.

Leadership Profile

The Blake and Mouton Managerial Grid is a matrix that characterizes leaders based on two dimensions, the concern for people and the concern for results. After drawing a horizontal line from the people score and another to the score, the lines intersected at the top right box. This indicated to me that I am a team leader. I encourage my team to reach their goals and I am a resource agent for them. I also continue strengthening my team members through team-building exercises while encouraging every member to be effective in their varying roles.

The Humanmetric Jung/Meyers Typology test determines that people are characterized based on four different personality types. These types are Extraverted (E) vs. Introverted (I), Sensing (S) vs. iNtuition (N), Thinking (T) vs. Feeling (F), and Judging (J)