

Week 1: Assessing Self as Leader

Determine your leadership style using the following link to the [Blake and Mouton](#)

[Managerial Grid: Leadership Self-Assessment Questionnaire](#) [Links to an external site.](#)

Compare your style to one of the following leadership approaches: mindful leadership, compassionate leadership, and appreciative leadership. Discuss the similarities and differences and address the following:

- **Share how your leadership style conforms to the characteristics of a transformational, transactional, or full-range leadership type.**
- **How will you integrate characteristics of the identified leadership approach into your leadership style?**
- **How does this integration inform your development as a transformational leader?**

Transformational leadership is the form of leadership that resonates most strongly with me. A transformational leader is one that encourages others they are responsible for to make changes that are in their best interests. As nurses, we are occasionally required to think about the bigger picture. When change is feared in the near future, effective communication is very essential. A research was carried out by Neilsen et al. (2020) to find effective strategies for putting change into effect. After interviewing thirty different healthcare practitioners, they came to the conclusion that the most effective way to accomplish change is for all parties concerned to be actively engaged. Individuals may better appreciate the significance of the change in their lives and better prepare for it if they are engaged in its implementation.

Techniques to create the team include good communication and professionalism. The workforce could experience less strain if there is more effective communication, both verbal and nonverbal. It will not motivate followers to perform above what they are contracted to accomplish if they are given the impression that they are being disregarded. After doing a literature analysis on the topic of workplace bullying, Bambi et al. (2017) came to the conclusion that bullying in the workplace had detrimental effects on the workforce and that positive steps taken to defuse similar circumstances had been ineffectual. Though further research is needed, this review does a good job of providing background on the subject. Some executives lead through fear; however, it will be to ones advantage to demonstrate compassion and empathy. Through the latter, one will get a greater number of outcomes. In addition to this, professionalism is a necessary component. Professionals seek new techniques for boosting productivity and efficiency. A professional leader would design measures to prevent challenges by identifying potential problems before they occur and developing solutions to those problems.

These characteristics are shown by transformational leaders, who inspire the people who follow them and work to bring about constructive change. The various techniques of resolving problems are indicative of transformative leadership skills. According to Satterfield (2017), a good leader may motivate their followers to achieve their objectives by demonstrating that the team is important and by implementing trust and confidence building strategies. In other words, a good leader inspires their followers to act. Additionally, negative attitudes are not constructive in the sense that they do anything other than driving away their team. To be transformative, one must be professional and motivate the team to carry out their vision. By employing these strategies and expounding upon these skills, I see how they will be valuable in my work as an executive MSN.

Bambi, S., Guazzini, A., De Felippis, C., Lucchini, A., & Rasero, L. (2017). Preventing workplace incivility, lateral violence and bullying between nurses A narrative literature review. *Acta Bio-Medica : Atenei Parmensis*, 88(5S), 39–47. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6357576/>

Neilson, P., Seing, I., Ericsson, C., Birken, S., Schildmeiger, C. (2020). Characteristics of successful changes in healthcare organizations: an interview study with physicians, registered nurses, and assistant nurses. *BMC Health Services Research* 20(147), P 1-8.
<https://pubmed.ncbi.nlm.nih.gov/32106847/>

Satterfield, D. (2017). Bad attitude is bad leadership. *The Leader Maker*.
<https://www.theleadermaker.com/bad-attitude-bad-leadership/>

- Transformational leadership emphasizes value, positive change, and growth. My leadership style as a team leader highlights tasks as well as relationships with others. As a team leader one is a motivator, a resource, and a guide who fosters a healthy environment to promote growth as individuals and as a team. Together being a team leader and a transformational leader, one promotes aspirations and goal attainment. In doing so leaders promote creativity, encourage the organizational vision, and increase motivation (Mahmood et al., 2019). A leader's interactions will greatly impact employee engagement (Afsar & Umrani, 2020). As a team leader I hope to integrate aspects of transformational leadership into my style through my interactions with staff members. I want to be a leader that supports my team and can be a resource to meet team goals through growth and development. This may include working alongside team members on a project, supporting staff in their own personal development, and leading by example. Practicing as an appreciative leader is important to me as I was once in my staff members shoes and know how hard the job of a nurse can be. In attempt to

implement such approaches into practice it will help my development as a transformational leader as I will be present for my staff with listening ears and an open mind to help the team. I believe my approach has a goal of leading by example, but also showing appreciation for staff for the example they set. It is my hope to not only grow myself as a transformational leader but to also help my team grow.

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- References
- Afsar, B., & Umrani, W. A. (2020). Transformational leadership and innovative work behavior: The role of motivation to learn, task complexity and innovation climate. *European Journal of Innovation Management*, 23(3), 402–428.

<https://doi.org/10.1108/EJIM-12-2018-0257>



[Links to an external site.](#)

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- Mahmood, M., Uddin, M. A., & Fan, L. (2019). The influence of transformational leadership on employees' creative process engagement: A multi-level analysis. *Management Decision*, 57(3), 741–764. <https://doi.org/10.1108/MD-07-2017-0707>
- [ReplyReply to Comment](#)
 - [Collapse SubdiscussionEmily Graham](#)

Emily Graham

Oct 26, 2022Oct 26 at 5am

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Taylor,

I really enjoyed reading your post in the discussion this week. I could not agree more with all that you stated. After taking the leadership self-assessment, I too saw that my leadership style was aligned with that of a team leader. The connection you discussed between the team leader style and transformational leadership was spot on. Both promote and encourage staff to not only reach the goals that are set but also encourages them to aspire to be great and better. Supporting staff and letting them know you are there for them to help and assist in any way goes a long way, and ultimately promotes a healthy and positive work environment. As you stated in your post, showing appreciation for staff as a leader is imperative. At times, leaders get caught in the day to day operations and staff are somewhat forgotten and can feel unappreciated and not supported. As a leader, especially a team leader, being present and engaged with staff and offering support is a crucial component to ensure that goals are being met and that morale stays high.

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- [Collapse Subdiscussion](#)[Nancy Scroggs](#)

Nancy Scroggs

Oct 27, 2022 Oct 27 at 9:48am

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Taylor,

Thank you for your response. I agree there is alignment of the attributes of transformational, team, and appreciative leadership. Share a bit more, perhaps an example, how the appreciative leadership approach supports effectiveness as a team leader? Are there any situations where the appreciative leadership approach would not be beneficial?

Dr. S

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- [Collapse Subdiscussion](#)[Taylor Weaver](#)

Taylor Weaver

Oct 30, 2022 Oct 30 at 6:26pm

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Taylor,

I do fall under the category of team leader. I think it is very important to help guide your team to success. It creates such a great morale for the entire department when the leader is encouraging, motivating and supportive of their staff in both their professional and person lives. I feel that with transformational leadership there comes a safe and positive environment which essential for team building and retaining staff members long term.

Taylor

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- [Collapse Subdiscussion](#)[Stacy Pee](#)

Stacy Pee

Oct 23, 2022 Oct 23 at 10:20am

[Manage Discussion Entry](#)

Hello All,