

Leadership Inventory

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My self-learned definition of leadership is an individual or entity that helps guide, develop and support others to contribute to a set goal. The definition of an inventory is a listing of stock or merchandise; raw materials; a list of movables a value. Identifying a list of my leadership qualities will take deep reflection as it's not just my strengths I review when identifying my leadership capability, but it is also my weaknesses. At times it is easier to identify what one doesn't have opposed to what one does. However, I use an optimistic reappraisal technique by telling myself that no one knows everything or is good at everything. This pushes me to continue to learn. As a leader you can never know too much. Having a "Mamba Mentality" of continuing to improve yourself is a technique that Kobe Bryant was admired by many of honing. Kobe Bryant challenged his areas of weaknesses with constant practice and being a lifelong student of the game. This is a leader that I respect, as his style of leadership achieved him many victories and respect while motivating others to develop into the best that they could become.

In contrasting to the great man, theory, I don't believe I was born with a leader. My experiences have led me to develop my leadership abilities. As I was raised, my family would always say this expression "no point in complaining because nobody cares" or "don't cry over spilt milk". These saying were meant to mean that your issue is your own and you are the solution to your problem. This aided in how I view my perception of negative situations. My solution-based assessment regarding an adverse circumstance, aided me in coming to a resolution, faster in comparison to my counterparts who might overthink or instinctually be pessimistic before retrieving to a constructive solution.

When I was growing up coaches would say “showing up is half the battle”. So, I began to equate my attendance to be apart of my path to victory. This stemmed also from my experiences, being raised by a single mother. Due to my biological father’s absence in my life, my attendance of being present when needed is one that I hold in high regard as an important factor as a leader. Having staff, colleagues, clients, family and friends know that my presence will be in attendance is important to me. My mother showed me that consistency which laid the foundation for winning half the battle.

As my personality experiences translated into my leadership ability, I enjoyed a team atmosphere. As a youth, I engaged in a variety of athletics. I was on a track, football, basketball, rugby team, etc. Although these sports were different, the desire to achieve triumph was the same. No one on the team intended on losing, however, the path to victory varied. My roles on these teams were not always the same, but my character was. As a leader (appointed or non-appointed), it is imperative to know, when something is outside of your scope of ability. My friends and I used to say, “know your lane”. This statement meant that everyone had a position and task to complete. As a teammate, I was able to identify and promote strengths of my teammates and strategize where their strengths would be most helpful for the overall goal. This also relates to the basic premise of ecological leadership in that an effective leader will bring many individuals and groups to the forefront, because these people have a special potential to help actualize the aspects of a vision (Harns, V. Leise).

I do feel that I'm closer to a situational leadership theory style as a practice. I believe that every situation calls for adapting to the staff, situation or environment held by an understanding of the mission. Sometimes an individual must step up to become a leader. Being part of teams as a youth also taught me that words without action rear no result. This was what I called my "shut up and show them how it's done". A part of my game and inventory as a teammate was to hustle no matter my matchup. Every play was with energy, enthusiasm, and dominance. I also learned that if I was beaten that my response was just as important as if I had made the greatest play. As a leader, I learned that a loss can be just as informative as a victory, and if received with intelligence can have lasting effects of future success. A leader should also identify their weaknesses to be effective. Knowing where I wasn't good enough at something would allow for collaboration or passing the task to someone who had a better chance at contributing to the project. This took humbling and a understanding of the overall goal, which was to win.

"Servant leadership is a philosophy and set of practices that in which the lives of individuals, builds, better organizations, and ultimately create a more just and caring world" (Greenleaf, 1970). I believe that communication is a style of leadership that I have and possess. A person cannot learn if they do not listen. I am respectful in my listening to gather an understanding. I believe that participants should be able to voice their stance on a topic. However, I am more concerned with solutions of strategy than pessimistic attitudes or views that have no constructive outlook. This tends to challenge my patience and empathy to individuals that do not feel the same. As expressed earlier in passage, my awareness of my

strengths and weaknesses within myself and team aids me in being productive toward the end goal.

My least favorite leadership style is the micromanager. As a leader, being aware of how your staff response to your leadership style is important. This can reduce productivity and result to low morale, high turnover, and workplace stress. Micromanaging can also be seen as an abuse of authority. This toxic style of leadership shows a lack of trust and your staff. A leader should show humility and understand that they are not the most valuable person. Knowing when to apply leadership when needed and by giving faculty freedom by providing good delegation and allowing your staff to own the task.

I don't care so much for who gets the credit but that the job gets done! I'll fall on my sword and take accountability and raise my hands to support my fellow colleague, family, and friends.

References

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