

Behavioral complexity and lift: analysis essay

[Business](#), [Decision Making](#)



Therefore, he uses responsiveness to employees as a generator of inspiration for his creative ideas. However, he has lack of adaptability that was clear shown in the year 2008. During the financial crisis, Polygons could not adapt in the fast-changing environment that led to the bankruptcy of his company. Question Based on your answer above, does it appear that this person has a large behavioral repertoire and a high level of behavioral complexity? Based on the Swansea of the previous question, polygons, who is the owner and the head Of Mira* Group Company, does not have large behavioral repertoire. However, he is able to use several leadership approaches effectively that in turn means not high but medium level of behavioral complexity. Due to the lack of behavioral complexity Polygons failed in 2008 that led to negative outcomes.

He emphasized just several approaches to management that became very useful for his managerial style and those approaches carried him a long way in his career. However, the practicing of the several approaches without integrating of others eventually resulted in bankruptcy. In other words, Polygons has performed well when the market conditions were stable and easily predictable, but when the market has had marked shift from stability and prosperity to unpredictable situation and the economic crisis (financial crisis, 008) Polygons had difficulty with adaptation to the fast-changing environment, so he did not take immediate measures in order to safe the company. Therefore, even though he practices several approaches, he could not make a change when the situation has changed. Question #3. Does working with or reading about this person leave you feeling inspired and energize? Even though Polygons has failed and he could not revive his

company, I think he is a great leader, who during several years has created the international company that is still well recognizable. He was the owner of the first construction company that focused on development of real estate for the people with high social position by providing the high quality of housing, social projects and office construction, and the high level of service.

Question #3 (continue). Can you identify some examples of his actions that are consistent with the four psychological States required to achieve lift?

Psychological state can be described as a “ pattern of thoughts and feeling that we are currently experiencing”. Our psychological state can impact on our behavior which in turn can influence other people’s decision and action. In order to achieve “ lift” there are four psychological states that should be fully involved. The psychological states consist of other-focused, externally open, internally directed, and purpose centered.) Other-focused.

Polygons is other-focused because he cared about his employees. First of all, he provided full package of social services. Also, Polygons made the workers feel that they are valuable for the company and their opinions are important and audible for the top management by involving them into the decision making process. Moreover, he has sent the letters on the employee’s electronic mail every month in order to stimulate them and remind that top management remember about them. B) Externally open. Polygons also is externally open.

For example, in order to make a decision he is ready to embrace other’s opinions and he is willing to learn from his workers. While he was running the Mira Group, he was open for the new ideas, and when he has decided to

expand the company and operate in the foreign countries, he was exploring and learning the preferences of other countries in order to satisfy their needs. Therefore, it shows that he was willing to adapt to other markets which in turn means that he also was c) repose centered.