

# Determining your perfect position essay

[Business](#)



**ASSIGN  
BUSTER**

Leaders motivate people who work or follow them, and this establishes the ambiance for the most aspect of what they do.

Leadership is an essential quality of a manager. It is how they get their workers follow their plan or goal. Upper managers and their boards although considered as the leadership team which influence employees and direct work may not be all leaders. Leader by definition have followers. The company that I am working for is currently experiencing expansion, and is also going through an organizational restructure.

The company I am currently working is offering me a leadership position of my choosing. It is a unique opportunity because the company is allowing me to determine the leadership role or position that will best suit me. To do this effectively, I would need to consider the strengths and weaknesses of my leadership style, the relevant leadership theories that I can relate to, and describe the role or position within my company that I believe would fit well for my leadership style. The leadership self assessment gave me further understanding on what I need to improve in regards to my leadership behavior and style. The leadership assessment also provided me information on what my strengths and weaknesses are in regards to leadership style. Based on the result of my leadership assessment, I am a charismatic leader, trustworthy, have excellent skills in disciplining others, I am also good in building a team, and that I am more task oriented. Basing on the leadership assessment I would need to improve my people skills. Although I am considered as a charismatic leader and trustworthy, I still need to improve my relationship with employees to create a learning and safe environment.

I would also consider the fact that my being friendly towards employees has limitations. I would consider a reverse role as in the saying “ treat others the way you would want them to treat you”. Various leadership styles will help me understand more on what to or how to behave in certain situations.

Various leadership styles are needed to assist and guide employees or workers achieve a task. Depending on the business setting, leadership behavior or theories will be acceptable. There are three theories that may affect my decision to be an effective leader, and they are the path-goal theory, situational leadership theory and the leadership substitute theory. The Path-Goal Theory of Leadership was developed to describe the way that leaders motivates and support their followers in achieving the goals that was set by the business or the organization, thus making the path that they should take clear and easy (Starker, 2008).

As a leader I will clarify the task or objective to help or assist the team in understanding the goal. I also believe that rewarding an employee may motivate and encourage employees to be more proactive. According to Straker (2008), “ the variation in leadership approach will depend on the situation, including the follower’s capability and motivation, as well as the difficulty of the job and other contextual factors” (Leadership Styles, para. 3). Another leadership theory is the situational leadership theory. The leader’s action varies on different situational circumstances. According to Straker (2008), “ An effective leader does not just fall into a single preferred style” (Leadership Styles, para. 2).

The level of understanding and motivation of subordinates affects the decision process of the leader. The interaction of the followers and the leader may also affect leader behavior as much as it does follower behavior (Straker, 2008). The situational leadership theory states that leadership behavior and style will vary depending on employee or subordinates readiness. Leadership substitute theory is another theory in leadership. This theory identifies situation which reduce the importance of leadership by managers and other formal leaders. According to Yukl (2010), “ the theory makes a distinction between two kinds of situational variables: substitute and neutralizers” (Leadership in Organization, p. 225). The two variables make the leader role or behavior unnecessary and less important.

This theory is best described in a self-manage team concept type of work or organization. The leadership theories mentioned above provide information on how to influence employees or followers. Depending on the skills and expertise of your subordinates can vary your leadership style. My approach to influence my employees is to be a participative and supportive leader. By considering the well being of the employees towards work environment, I will use this two leadership style interchangeable depending on the situation. According to Yukl (2010), “ Stress is reduced by showing appreciation, listening to problems and complaints, providing assistance when necessary, doing things to make the work environment more enjoyable, and buffering the person from unnecessary demands by outsiders” (Leadership in Organization, p.

243). By reducing stress in the work environment will create a positive motivation to employees allowing them to be more productive. After

<https://assignbuster.com/determining-your-perfect-position-essay/>

considering my strengths and weaknesses, leadership style, level of expertise, education, and knowledge based on the extent experience with the company, the perfect position for me would be is Operations manager. This position is in line to my leadership style and behavior as reflected on my leadership assessment which is high on task.

This position will not just show my knowledge in handling or managing daily operation of the company but will also improve my weakness which is people skills. With this position I can help improve the quality of life of the employees by being a participative and supportive leader. Leaders, like their subordinates or follower, are individuals. That is why different leaders have different leadership styles. Knowing your strengths and weaknesses is an advantage to assist you in improving your personality. Identification of such strengths and weaknesses will provide insight to interest and preference for development, it helps an individual understand if he or she is happy with his position or job, and it allows individual to demonstrate what they can do (Haycock, 2010).

To be a great leader, a person would need to balance the task orientation skill and the people orientation skill to different situations (University of Phoenix, 2010). References Haycock, K. (2010). Leadership Is about You. (cover story). School Library Monthly, 26(6), 42. Retrieved July 02, 2010, from MasterFILE Premier database. Straker, D. (2008). Leadership Styles. ChangingMinds.

org. Retrieved July 01, 2010, from [http://www.changingminds.org/disciplines/leadership/articles/manager\\_leader.html](http://www.changingminds.org/disciplines/leadership/articles/manager_leader.html) University of Phoenix. (2010). Week Four Assessment.

Retrieved July 02, 2010, from University of Phoenix, LDR531-Organizational Leadership website.