

Example of essay on answers

[Literature](#), [Russian Literature](#)



Personal Philosophy

The best leadership philosophy that I believe works best for the health care leader is primal leadership. In a medical locale, there are many factors that contribute to an effective working motivating environment. Consideration is a two-way program that determines the association between the leader and a member, a trust, the understanding and the overall personal ethics.

A leader needs plans to keep the environment in a constant rise curve to implement a new change and ensure that the workers have a good relationship with the leadership. The catch is making sure that the leader has emotional intelligence. The skill ensures that the leader understands one self's emotion and can control anger and happiness levels.

The leader should also be capable of understanding the feelings of the workers, when they are angry, unable or motivated. The other features of primal leadership are social intelligence and ecological knowledge.

Therefore, a good leader is one who understands the workers and puts oneself in the shoes of the employee in order to understand their predicaments (Goleman, 2013).

The leader should be approachable, and it matters on social intelligence, seeing, being able to identify someone with a problem and talking to them to understand what bothers the worker. Ecological data ensures that the system works on an effortless dependence level, ensuring that feedback exists where needed from both the leadership level, and the subordinate level.

The planning of tasks is necessary; therefore, the leader needs to identify the perfect worker for a certain task. The motivation for the work to push for

goal attainment is necessary. The base for all this is the relationship between the leader and a follower. Leaders should use this theory as it is a relationship based, and therefore, effective in ensuring that the relationship works best.

I am an EMS supervisor. In this service, I believe that the leader needs to create an environment that is flexible for all the subordinates. It is vital to know how to keep the ecology, dependent on the duties of each level. I ensure that the ambulance operators are in good work related to the control room.

Therefore, creating a safe working environment in order to save patients' lives also happens to the nurses and the doctors in the department and the ambulance operators. I make sure that everything works as planned as I integrate freely, and even take shifts going into the field to get patients. The changes assist in my overall understanding and knowing of the workers that I supervise and create a milieu that is suitable for the approach (Goleman, 2013).

In the case of hardships and capabilities among the workers on different knowledge and skill based operations, it assists me in knowing whom to get to do a particular task. Emotional intelligence helps in affecting my skills in managing my anger and happiness levels, and knowing when to complement an individual for the good job done.

It enables me to work closely and monitor the individuals, who are motivated on the job, as well as those that are not. Therefore, asking for the appropriate help from the hospital's psychologist. Emotionally motivated, I invest much in knowing the families of my team and the role they play in the

lives of my team members. Social skills enable me to spend my free time with the team having fun and loosening the tension that develops during work time.

Power is a good base for good leadership if used in the right way. Formal power is a great influence on the workers when used as a source of motivation as much as it is to the leader. Giving the motivation to the leader is doing spotless jobs effectively, this pushes the employees to evaluate their performance leading to change because they look up to their leader (Goleman, 2013).

Referent power is a great achiever of follower`s trust; therefore, a leader should identify the best trait that they have and polish it over. The leader`s skill is necessary, and if shining it right gets admirers and loyalty, then it can help in the creation of a very cohesive workforce. Expert power has always been a subject of contention for me.

I believe that expertness comes from deep within motivation. Therefore, an effective leader is one who has an achievement earlier on in the career line and word gets out to the workforce. Their knowledge of the fact is enough to go to the leader for assistance in case of inability to perform a task. Rewards in some organizations negatively serve as bribes or coercion factors on the workforce members, it is mostly individual (Goleman, 2013).

Informally power use depends on the holder of the power and the outcome of its use. Power can affect the workforce of an organization through scandals when not used appropriately. If positively it can give the workforce motivation. Therefore, in primal leadership the leader is supposed to use power tactfully, rational, and objective of the organization based to make

definite decisions.

The use of authority formally informal, positive and negative in primal leadership works either way. Officially power is gained by the level of leadership that the leader`s rank is important in the use of authority influentially or not it affects the resolutions. The job description and functions; therefore, it earns the holder of the power respect (Goleman, 2013).

The formal power affects the informal part of it as it defines how possible a person is in the leadership front, the skills a person has in leading others to achieve goals actually. The experience of an individual with informal power affects leadership, as well as decision-making part of any organization. Positively organizations base itself on the authority to make and obtain achievements from its workforce.

However, this depends on the type of leadership and the decisions made on how to use the power to achieve the goals. Also, the environment affects the decision of using the power. Positive utilization and making of decisions affects the organization`s overall performance depending on the skills put to use. Robust decision making affects the body positively or negatively, and this solely depends on the leader.

Negatively use of power can affect an organization`s overall goal achievement because if the power abuse exists, then the consequence is going to be bad, and if otherwise the result differs in a positive way.

Therefore, primal leadership is a good theory that if used in health care settings and a positive way, the workforce can achieve a lot (Goleman, 2013). Conclusively, a leader needs plans to keep the environment in a

constant rise curve to implement a new change and ensure that the workers have a good relationship with the leadership.

30, 30, 15

Reference

Goleman, D. (2013). Primal leadership: Unleashing the power of emotional intelligence, with a new preface. S. I.: Harvard Bus Review Press.