

Examples: work-life balance
 . expectations
 . personal expectations
 . time management

Helps create clear limits in what my thresholds are.

Lead effectively without compromising myself or values + team operates efficiently too

parts foundation for making ethical choices, maintaining integrity, instilling trust & respect among a team

integrity as leader
 integrity as a human being

Fundamental characteristic of being an authentic & ethical leader

16 Personalities Test:

RIGHT or WRONG

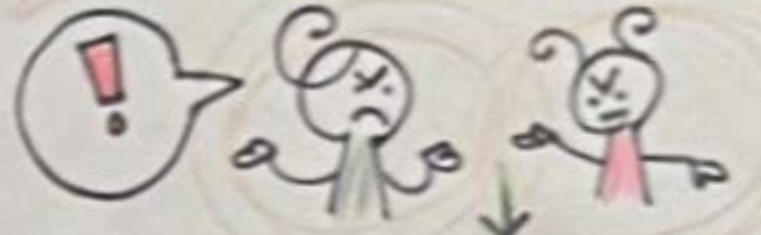
based on:

established laws & protocols
 navigates lives respectfully & responsibly in a considerate manner

Integrity

Example

Conflicting view of project outcome between 2 colleagues



did not align with organization

stepped in to facilitate discussion
 → honour org's long-term goals & values
 approach with fairness & neutrality
 listen to needs & wants that the entire team would support



Strengths

Areas for Improvement

Creating boundaries

prevents burnout

Allows me to promote well-being while maintaining authenticity in my leadership

Example:

Colleague wanted me to take a project home to complete during personal time
 If I say yes, it may happen again
 Diplomatically communicate:

at work,
 at home

Keep personal life & work life separate



Gradually transition from conformer into independent thinking

* self awareness: reflect on fears/anxiety that drive me to agree with everyone else.

RATIONAL? IRRATIONAL?

* Challenge Assumptions:

build courage to ask critical questions to further understand pov of others. Question own assumptions too.

* Identify values: reflect on own values & beliefs for solid foundation for decision making that aligns with authentic self

* seek diverse perspectives: engage with people who have different backgrounds & experiences

* Start small: express opinions when I feel safe and heard.

BABY STEPS!

Expand willingness to speak up + build confidence



The goal is to not reject all ideas that I do not agree with, but rather make independent decisions & expand capacity to express my genuine & authentic point of view!

Leadership Philosophy

1 Inclusivity

strive to create atmosphere where everyone is heard + valued
 seek input from different experiences + perspectives
 Example: Facilitating open discussion. Encourage people to speak up. Move forward together.

2 Service (servant leadership)
 willing to go extra mile to see peers succeed. → empowerment.
 Example: Hands on approach → Nitty Gritty!
 actively participate rather than solely delegating tasks.

3 Integrity

uphold ethical standards I expect my leaders to have + to those I lead
 set strong example to all → honesty
 Example: always refer to the organization's mission, vision, goals, and beliefs when faced with difficult decisions that involve ethical considerations. It is also important I do this to reinforce the importance of integrity among my peers and colleagues, as well as earning the respect of the children in my programs. I want to set these young minds for success.

1. **Identify and Explain Strengths:** Analyze and explain your greatest strengths as a leader. Provide specific examples from your life experiences that showcase these strengths. Reference the leadership self-assessment tests completed in week 2.

- Creating boundaries
 - Building and establishing strong healthy boundaries helps me create concise limits in what my thresholds are. Examples are work-life balance, expectations, personal expectations, and time management. It enables me to lead effectively without compromising myself or my values, and for the team to operate efficiently too. This is vital to preventing things such as burnout. This strength allows me to promote well-being while maintaining authenticity in my leadership.
 - Example: Personal Boundaries: There was a time where a colleague wanted me to take a project home to complete. Allowing this to happen once would open a can of worms where others may intrude on my personal time and values. I diplomatically communicated that I was open to discussing work related matters at work, but otherwise keep my personal life and work life separate.
- Integrity
 - Having a clear moral compass is a fundamental characteristic of being an authentic and ethical leader. 16Personalities's personality test indicates that Consul type personalities believe there is right and wrong which is based on the trust in established laws and protocols that help navigate lives in a responsible and considerate way (Limited, 2022a). I would say this is very accurate. It surprises me when other people's actions do not align. I believe integrity paves the foundation for making ethical choices, maintaining integrity, and instilling trust and respect among a team. I also believe the integrity as a leader correlates with the integrity of human beings. Personal values and beliefs always find a way into leadership.
 - Example: Resolving Ethical Conflicts: Two colleagues in the workplace had conflicting views on what the outcome of a project should be. Their ideas did not align with the organization, so I stepped in to facilitate a discussion that would honour and focus on the organization's long-term goals and values. I made sure to carefully approach this with fairness and neutrality while listening to the needs and wants of each side that the entire team would support.

2. **Areas for Improvement:** Identify and analyze aspects of your leadership that require attention and improvement to align with your desired leadership style.

- Gradually transitioning from conformer into independent thinking
 - Self-awareness: reflecting on the fears/anxiety that drive me to agree with everyone else. Is it rational or irrational?
 - Challenge assumptions: Build up courage to ask critical questions to further understand the point of view of others. Also question my own assumptions
 - Identify values: Take time to reflect on own values and beliefs to have a solid foundation for decision making that aligns with authentic self.
 - Seek diverse perspectives: engage with people who have different backgrounds and experiences. Can help broaden my own perspective.
 - Start small: Express my opinion and ideas where I feel safe and heard. Take baby steps to expand my willingness to speak up to build confidence.
 - The goal is not to reject all ideas that I do not agree with, but rather make independent decisions and expand my capacity to express my genuine and authentic pov.

3. **Leadership Philosophy:** Discuss your current leadership philosophy and how you apply it within your organization/community. Support your discussion with specific examples from your work, volunteering, and life experiences.

My current leadership philosophy revolves around my core values of integrity, service, and building relationships.

- Inclusivity
 - I strive to create an atmosphere where everyone's voices and values are heard. I actively engage with people with different experiences and seek input from diverse perspectives.
 - Example: Solving conflicts amicably by facilitating open discussion that encourages people to speak up and express their concern. Emphasize that we all have a common goal, and we want to move forward together. Find common ground.
- Service (servant leadership)
 - I am always willing to go the extra mile to see my peers succeed. I want to help empower others to do the same.
 - Example: Getting down to the nitty gritty in my afterschool program and actively helping in tasks rather than solely delegating. I want to motivate young children to adopt a hands-on approach and actively participate.
- Integrity
 - I strongly believe in leading with integrity and honesty to set a strong and positive example for all. I uphold the ethical standards I expect from those who are my leaders and to those who I lead.

- Example: I always refer to the organization's mission, vision, goals, and beliefs when faced with difficult decisions that involve ethical considerations. It is also important I do this to reinforce the importance of integrity among my peers and colleagues, as well as earning the respect of the children in my programs. I want to set these young minds for success.

References:

Limited, N. A. (2022a). Consul (ESFJ personality). *16Personalities*.

<https://www.16personalities.com/esfj-personality>